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Initial reports of States Parties

COLOMBIA

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REPUBLIC OF COLOMBIA: A SUMMARY

Columbia's location in the extreme north-east of South America is sufficient by itself to define the country's geographic position. Colombia represents an exception in South America in that it is washed by the two great oceans of the continent.

Another privileged condition is the country's population density - 25.5 inhabitants per square kilometre. This is a land in which 27 million inhabitants occupying an area of 1,141,748 km^2 will for a long time to come enjoy ample living space, and where climatic conditions of the most varied kind, together with the presence of extensive fertile regions, are incentives to the working of the soil. Nevertheless, as a consequence of certain social conditions, rural inhabitants have come to favour life in the large cities, with the result that the urban population now accounts for 70 per cent of the country's inhabitants.

As varied as are its climatic conditions and natural resources, so also is the ethnic composition of Colombia. Expressed in approximate proportions, this composition consists of 57 per cent mestizos (persons of mixed European and American Indian ancestry), 20 per cent whites, 14 per cent mullatos (persons of mixed Caucasian and Negro ancestry), 5 per cent blacks and 1 per cent indigenous. This diversity also contributes to the wealth of the nation's folkloric traditions and is one of the reasons why Colombia may be regarded as a "country of countries".

Religion: In Colombia, where there is freedom of religion, Catholics make up the predominant group with 96 per cent of the total population.

Agriculture and stock-raising: Since pre-Columbian times, Colombia has been a major producer of maize, potatoes, yucca, sweet potatoes, cotton and tobacco. At present, it is Latin America's third-largest agricultural producer after Brazil and Mexico, a position it has acquired because of its extensive range of products and its prominent standing as an exporter of superior-quality coffee and - more recently - of flowers and bananas, items which have gained access to all overseas markets. Together with its derivatives, the stock-raising sector includes cattle, pigs, sheep, horses, donkeys, poultry and rabbits. Mass consumption and a number of other industrial sectors benefit from the domestic supply of milk, meat, eggs, cheese and butter.

Mining: The gold, platinum and emeralds that the pre-Columbian aborigenes used for trading and cultural purposes (not without reason is the Museo del Oro [Gold Museum] in Bogotá regarded as containing the world's most valuable collection of pre-Columbian art) continue to provide a source of national wealth, but other resources are today in the forefront of the State's attention. Discoveries of major petroleum deposits, as well as the exploitation of coal mines accounting for 38 per cent of Latin America's known reserves, hold great economic promise for the nation's future. Among other resources, iron, salt, zinc and natural gas are also being recovered in Colombia.

Additional pillars of the Colombian economy are represented by a number of large textile enterprises as well as by the assembly of motor vehicles and the publishing industry.

Government: To its reputation of being one of the most democratic countries in the Americas, Colombia adds its status as a unitary republic divided into 23 departments, four superintendent-administered territories ["intendencias"] and five commissioner-administered territories ["comisarias"]. The Government consists of the organs of the executive, leglislative and judicial branches. Every four

years the citizens - men and women over 18 years of age - elect the President of the Republic, who in turn appoints the governers, superintendents and commissioners and is himself advised by 13 ministers.

Operating under a variety of names, subversive forces, which draw their support in particular from certain international patrons, have been carrying out acts of violence within the country and engaging in other activities to proclaim their rejection of the existing system, most recently with the assistance of organized drug traffickers. The great majority of Colombian citizens reject and condemn the aims of these subversive elements, and the present Government, committed to bringing about peace and concord through persuasion and the introduction of measures of social justice, has reached agreements with these groups along these lines under terms that have led to the hope that national life may soon return to a situation of total normalcy.

WOMEN IN DEVELOPMENT

The undersigned, Dr. Cecilia Fernández de Pallini, the regular representative of Colombia to the Inter-American Commission on Women of the Organization of American States (OAS), has the honour, through this document, to comply with her responsibility to report on the assessment of the achievements of the "Decade for Women 1976-1985" in the country. In this task she has had the effective assistance and collaboration of women who have played a role in pursuit of the advances that have been achieved under the law, and of experts commissioned by the ministries of Justice, Education, Economic Development, Agriculture, Public Health, Communications, and Labour and Social Security, as well as from the Colombian Institute of Family Welfare, the National Civil Registry Office and the National Administrative Department of Statistics.

Following a number of discussions and meetings at which analyses were made of the policies that have been implemented on behalf of women, of the involvement of women in the national programmes of concern to them, and of the compliance by the Government with its international commitments in this area (details of which are provided in the following chapters), it was concluded that the record is indeed positive and may well be improved to one of excellence once the shortcomings that are also discussed in the following pages have been eliminated. During the ten years that have elapsed, women have recorded substantial gains in literacy, access to education at all levels, the reduction of their school dropout rate, and also in terms of: greater employment opportunites; more extensive participation in executive positions at the national, Departmental and municipal levels; involvement in the decision-making process; improvements in health, nutrition, housing, family planning and child-care services; the enactment of new laws and the reform of existing legislation to bring it into harmony with the undertakings entered into under international agreements regarding women's rights; new and constructive steps to enhance the status of peasant women; stepped-up measures to combat endemic and epidemic disease; improvements in the rural infrastructure; adaptation of technologies; and the promotion of small-scale craft industries together with the formation of co-operatives.

All of this leads us to note the social changes that are taking place in the country, its continuing development and the emergence of a new attitude in the evaluation of that other half of the national work-force represented by women.

The mere fact that the minimum rural wage - which must also be paid to women farm workers - has been set at the same level as the minimum urban wage gives rise to the hope for a better future marked by an abundance of food, a reduction in rural migration and the decongestion of the cities, where these population shifts have been causing large-scale and severe problems.

The greater involvement of women in the labour market has also led to an improvement in the economic conditions of the family, which, with the mother and the father both working and earning money, can now permit itself some comforts, while at the same time setting aside modest amounts for the saving that is so necessary for health and harmonious family living.

In the opinion of many, Colombia may be regarded as one of the vanguard countries for its reforms to ensure equality before the law. And this is true in terms not only of the letter of the law, but also with respect to the opportunities that are being offered, considering that the current Government team includes two women as State ministers with the portfolios of Education and Communications; ten women assistant ministers; two women governors; women as directors of the Institute of Territorial Credit, the National Social Security Fund, the Colombian Institute of Culture and the National Institute of Natural Renewable Resources and

the Environment; a woman director of the Administrative Department of the Civil Service; a woman director of the Department of Community Integration and Development; a woman superintendent of the Notary and Registry Office; a woman superintendent and a woman commissioner for the national territories; a woman as Assistant Controller of the Nation; a woman as Treasurer-General of the Republic; two women deputy procurators; two women presidential advisers; a woman as director for Popular Integration; one woman as the legal secretary and another as the private secretary in the Office of the President of the Republic; and several women municipal mayors whose number it has not been easy to determine.

In the judicial branch, two women are active as magistrates, one in the Supreme Court of Justice and the other in the Council of State, the latter being one of the pioneers in the country's feminist movement. A number of women hold posts as magistrates in the superior courts of the Departments and at least 30 per cent are active as judges.

In the legislative branch, there are two women senators, eight women representatives, 29 women deputies, three women advisers to the superintendents, and numerous women council members (the statistical data for the last elections are still being processed).

In addition, there are a number of women who hold positions as notaries, bank branch managers, senior financial officials in the private sector (such as the director of the Colombian Family Assistance Fund), university professors, secondary and primary education teachers, doctors, dentists, nurses, lawyers, aircraft pilots, agronomists, architects, nutritionists, psychologists, pedagogues, artists, journalists, economists, accountants and other university graduates in different fields.

In the field of communications, where undoubtedly the greatest advances have been recorded throughout the world, Colombian women have not only not lagged behind, but, on the contrary, have demonstrated particular aptitude for work in the various media, all of which they have entered in numbers that are already bringing them up to a level of parity with men.

There are no few women who manage businesses, establish and direct enterprises, own industrial firms, are major shareholders of corporations, operate farms, supervise cattle-slaughtering operations and compete with men in the management of money. Most of these women come from the upper strata of society, but they are already meeting strong competition from the middle class. Thus, a sizeable proportion of the gross national product passes through the hands of women.

This improvement in the status of Colombian women began in 1974, slightly before the beginning of the work of the International Conference on Women held in Mexico City, a fact we should like to stress because it makes the point that the country and its Chief Executive at the time were already intent on accelerating the kind of change that has slowly been taking place. The women's issue was the major plank in the campaign of President Alfonso López Michelsen, who during his administration fulfilled his commitments to them. The pace of women's involvement in development was maintained during the four-year term of office of President Julio César Turbay and has continued to accelerate during the current administration of President Belisario Betancur, with the gains we have already noted.

Although we have pointed to the presence of women in the higher echelons of the national economy as a result of their own initiative, particular attention still needs to be drawn to what we regard as the principal factor of development, namely, national income, without which a brake would be placed on the works that

the country is undertaking. It is generally well known that Colombia is the world's leading producer of mild coffee and that its exports of this commodity represent the largest revenue item in the national budget. Less well known is the fact that the major driving force behind this production is the labour of women, who from morning till evening bend themselves to the task of wresting this much-prized fruit from the earth, women who toil in the sowing, in the weeding, in the harvesting and in the drying of the grain and in the other tasks that this important industry requires, to the degree that it is fair to say that if coffee exports bring the country $US1,600 million in revenue, half of this amount is due to the work of women.

Moreover, if we add to this the realization that the second-most-important export item consists of flowers and that this is an industry in which women account for 80 per cent of the operations, we must necessarily conclude that if of the $US1,130 million that flowers represent as income, 900 million are the product of female labour, then this figure and the 900 million for coffee are made available to the national budget through the labour of women. These are not the women who hold prominent and influential positions, but anonymous women, many of them exploited, others undernourished, often threatened by endemic and epidemic disease, mothers and wives with multiple responsibilities, whose rights to equality have not yet been as fully implemented as those of their sisters who live in the urban areas: the peasant women of the countryside.

It is towards these women, who, in addition, through their work on the land provide us with our daily bread, that the Inter-American Commission on Women wishes to direct its programmes so as to underscore the need for justice to be brought to them also.

The question of the involvement of women in development is analysed in greater detail under the specific subjects discussed below with the support of data derived from the latest statistics. Where it has not been possible to cite such statistics, this is due to the fact that it was previously customary for the authorities to aggregate the data indiscriminately and that it has only been in recent years that sexually differentiated statistics have been collected, undoubtedly as a result of the major impact of women on all areas of national life.

[Original signed]

Cecilia Fernández de Pallini

Bogotá, July 1984.

EDUCATION

In the last decade, education has become in Colombia, as throughout the rest of the world, an area of priority attention and resource allocation.

As a consequence, education occupies first place in the national budget, of which it accounts for 25 per cent (as opposed to 13.6 per cent at the beginning of the decade). A similar effort is being made by numerous private educational establishments that are required to adhere to an official programme of studies and which are attended by 89 per cent of the female population between the ages of 6 and 18 years.

The education provided is the same for girls and boys. There are no discriminatory provisions, apart from the rural or local custom of according preference to male children.

In the urban areas, especially in the cities, girl children and young girls represent the major school-attending group, so that their dropout rate, for a variety of causes, is also the highest.

Four educational levels are recog.ized: pre-school, basic primary, secondary and university. Special education is available for particular categories of persons, such as the disabled.

Pre-school. The State, through the Institute of Family Welfare, and relying on the mandatory contributions of public and private agencies, provides comprehensive education to the children of working mothers from the time of their birth until their seventh birthday, the age of school attendance. This pre-school care includes programmes of nutrition, education, recreation and psychological development. Although it has been expanded year after year, its coverage is limited to 150,000 children, distributed in 360 municipal areas. The private institutions cater to the young of the well-off classes, with a coverage of 56.2 per cent.

Under Law No. 7 of 1979 there was created the National System of Family Welfare (SNBF) to promote the integration and harmonious fulfilment of the family, protect minors and guarantee the rights of children.

From the time of the International Year of the Child in 1979, the activities of the various institutions have been co-ordinated with a view to expanding the work of prevention and the treatment of neglected or homeless children or "gamines", as they are known in popular parlance, by increasing the capacity to provide care not only for these children, but also for the physically or mentally handicapped and those with behaviour problems.

Basic primary. This level of education is available free of charge throughout virtually the entire national territory. Attendance at this level is somewhat greater among girls than among boys, as may be seen in the attached statistics. The vast majority of the establishments are co-educational and the same curriculum is taught to both sexes, with slight variations in rural areas.

Decree No. 088 of 1976 establishes the equality of the sexes in the area of education when it states: "Every natural person has the right to education, and this right shall be protected and promoted by the State."

Primary education provides coverage for 78.4 per cent of the school-age population numbering 8,762 million persons between the ages of 6 and 18 years through a total of 442,000 teachers and 135,208 educational establishments

operating two shifts daily. Of this school population, 49.1 per cent are females. The dropout rate is 63.3 per cent and affects more girls than boys because of domestic considerations, being higher in the country than in the cities. The so-called Rural Development Concentration Programme has extended its services to 89,000 primary students, while the rural boarding schools are attended by 15,600 pupils and the New School Programme provides educational opportunities for 60,000 rural minors.

The campaign to combat illiteracy is a priority task involving activities by the Government and much of society. We have progressed towards, but not yet achieved, the goal, for we still have five million illiterates, a situation that continues to be most severe among peasant women. The fact that these persons can be offered nothing more than the rudimentary elements of an occasionally not even complete primary schooling poses the danger of a relapse into illiteracy for lack of practice.

Although village libraries exist, their number is inadequate. Another negative factor is the present high cost of books, a problem for which some remedy has been sought in the form of travelling sales. These, while certainly useful, are inadequate to satisfy the readers' demands and exist, in any case, only in the towns.

Secondary. As in the case of primary education, here too enrolment and the dropout rate is higher for girls. Nevertheless, the percentage of girls acquiring the secondary-school ("baccalaureate") degree is increasing from year to year; the difference over the decade was 72,000 more graduates. Secondary education is not free, and this limiting factor places it beyond the reach of many young girls from low-income families.

There has been an increase in basic secondary and intermediate education, where the figures rose from 1,626,803 students in 1978 to 1,902,460 in 1981. In the same year, females accounted for 49 per cent of the enrolment in basic secondary education.

There was an extension of the baccalaureate in grades 5 and 6 in rural secondary education, while the number of students attending the agricultural technical institutes increased from 58,600 in 1978 to 65,700 in 1982.

Higher. There are 190 establishments of higher education and 1,517 intermediate vocational training centres. These institutions provide training for between 22,000 and 25,000 women in different occupations. The number of women graduates is increasing annually, the statistics being particularly favourable in such departments as dentistry, architecture, arts and the paramedical and social sciences, where women greatly outnumber men. These same statistical data make it quite clear that from 1981 to 1982 the share of women in higher education increased by 16.1 per cent as opposed to an increase of 9.5 per cent in the total number of students (tables 5 and 6).

A decisive factor in making possible this increase has been the availability of evening courses permitting women to attend to their other duties during the day and study at night.

Another salient fact is the achievement during the decade of an increase of 75 per cent in the enrolment of baccalaureate degree-holders in post-secondary education. Of this 75 per cent, half are women, a fact which is more important than their entry into the Government, since in a society as obviously divided into social classes as ours the only means of involving the middle and lower classes in the management of national affairs is through the acquisition of a university

degree. And the best way to ensure that women act as the initiators or co-initiators of the changes necessary to permit them to achieve a status of equality is for them to themselves enact the provisions to that end.

Discrimination still exists, as in the case of the faculties of medicine, which make difficult, when they do not bar outrightly, the admission of women on the grounds that medicine involves a long and expensive academic career which young women normally abandon when they marry. Nevertheless, the country has a pool of dedicated women doctors successfully working in the health services, but their number is far lower than that of their male colleagues. A similar example might be cited in the case of civil engineering, although not for the same reasons, but because women tend to avoid this field as requiring a difficult programme of studies.

Education at the State universities, although not free, is affordable. The same cannot be said of the private universities, a number of which are expensive and elitist, a factor that contributes to the preservation of an element of class discrimination of notable influence in the formation of the country's leadership class. Accordingly, even if there is no discrimination in the nature and content of the education provided (the courses are mixed), such discrimination does exist with respect to the subsequent opportunities. In this way, women who lack the necessary economic resources have not only to overcome barriers of male chauvinism ("machismo"), but also the barriers of class preference.

Special education. The National Apprenticeship Service (SENA), regarded as the broadest-based technical training programme in the country, trains workers for the agricultural, industrial, commercial, building and service sectors. Some 30 per cent of the beneficiaries of the courses offered by the Service are girls, very largely from rural areas, who tend to specialize in agro-industries, manufacturing, garment-making and hotel management. During the decade, the numer of trained personnel increased from 300,000 to 500,000 graduates.

During this same period, the Advanced School of Public Administration (ESAP) trained nearly 4,000 administrators and provided additional training for some 90,000 public employees, one third of whom are women.

The National Federation of Coffee-Growers (a non-governmental agency, but one that makes the greatest contribution to the national economy) has expanded its so-called Extension Worker Programme, which is aimed at the provincial and rural women of the coffee sector. These women are trained in the work of home improvement - housing, health and nutrition - and are instructed in the techniques of agriculture, rural administration and the co-operative movement in order that a major part of the goods required for family life may be produced by the family's own members. The female rural extension worker (her actual title is "multiplier") participates in the entire process of producing, transporting and selling the coffee, as well as in the other aspects of agricultural work, and performs her "multiplier" effect by transmitting to others the information of the course or courses she herself has received. In this way, according to statistics that are attached, thousands of rural women have been trained.

Training programmes are also offered, in the official sector, by the Colombian Agricultural Institute (ICA), the Colombian Institute of Agrarian Reform (INCORA), the Office of the Superintendent of Co-operatives, the Ministry of Agriculture and Health, the National Institute of Radio and Television, the Popular Training Foundation, the Departmental Ministries of Education and the municipalities. In the private sector, one finds the corporations, co-operatives, institutes, academies, the Christian Youth Action, the Family Compensation Fund (CAFAM), the parishes and the community committees.

Special mention should be made of the appointment of a woman as Minister of Education in the person of Dr. Doris Eder de Zambrano, who took office in May of this year, a cause for great expectations as regards the attainment of total equality of opportunities between the sexes in the field of education.

Students abroad

The Colombian Institute of Educational Credit and Technical Studies Abroad (ICETEX) has been making available loans for the financing of pre- and post-graduate studies within the country and of post-graduate studies abroad.

In June 1984, 538 student recipients of educational loans pursued studies outside the country. Of this number, 32 per cent were women, the figures for the individual levels being as follows:

Post-graduate	47.1%
Master's Degree	28.0%
Specialized studies	19.1%
Ph.D	5.7%

Another 1,581 students received scholarships, the great majority of them outside Colombia. Of these, 24.7 per cent were women.

Most frequently selected countries

France	19 %
USSR	18 %
Spain	11 %
Great Britain	6 %
Canada	5.7%

Most popular fields of specialization

Humanities	21.5%
Health sciences	19.0%
Administration	8.4%
Education	8.1%
Exact and earth sciences	7.6%

Opportunities for all

We reproduce below a passage from the National Development Plan:

"The National Instruction Campaign (CAMINA) will provide formal and informal education to a vulnerable population (young children, adults, elderly persons and the disabled) that has traditionally been excluded from educational opportunities because of the inequities of the system, but which will be able to gain access to education thanks to the advances in educational technology and the availability of the communications media to transmit knowledge and skills. In addition to the fundamentals, the programmes will contain educational components for work, recreation, cultural development, social security and, finally, that full range of instruction that contributes to improvements in the quality of life and the elevation of productivity within the concept of continuous, permanent and comprehensive education.

"The programme will be co-ordinated by the Office of the Advisor for Correspondence-School Education under the President of the Republic, with the participation of the various ministries and institutes."

COLOMBIA: DECADE FOR WOMEN

EDUCATION

EXAMINATION AND EVALUATION

Replies to the questionnaire

1. Population between 6 and 18 years / Total population of the country = 8,762,000 / 26,466,000 = 33.11%

   Female population between 6 and 18 years = 4,326,000 = 16.35%
   Male population between 6 and 18 years = 4,436,000 = 16.76%

2. For the years 1981 and 1982 there was a female enrolment of 50.16 per cent at the basic primary level, 49.1 per cent at the basic secondary/intermediate vocational level, and 45.4 per cent at the higher educational level.

3. Total enrolment by sex. See table following the final reply.

   (a) Dropout rate by level of education, 1981:

Basic primary	= 63.3%
Basic secondary/intermediate vocational	= 43.3%
Higher, in six-semester programmes	= 68.37%
in eight-semester programmes	= 57.07%
in ten-semester programmes	= 61.32%

   (b) Average attendance: No data.

4. Increase in the number of co-educational establishments: No data.

5. Increase in the number of women graduates in vocational education: No data.

6. Increase in the number of women graduates in higher education:

   1976 = 36.88% 1982 = 47.09%

7. Differences in curricula or study programmes at schools for females and males: Not worthy of mention; are generally the same.

8. The equality of the rights of women, responsible paternity/maternity and sex education have been promoted through a number of campaigns. One of the principal agencies active in this area is the Colombian Institute of Family Welfare (ICBF).

   Equality of rights: Effects have been slow in coming, but positive.

   Responsible paternity/maternity: Action has been based on Law No. 75 of 1968, known precisely as the "Responsible Paternity Law", which has produced notable positive results.

   Sex education: Aspects of this subject are included in the prescribed curriculum for secondary education. Television, radio and the press are also making their contribution. PROFAMILIA is the organization best equipped for work in this area.

9. Resources of the three levels have been used from time to time.

10. Correspondence-course education ("education at a distance") does exist and the demand for it has been steadily increasing. The programmes available are:

- University correspondence courses;
- Baccalaureate by radio;
- Primary education by television.

11. Adult education programmes do exist. In 1978, the official sector served 1,003,597 persons; in 1980, the figure was 1,241,562 persons, with the participation of the official and unofficial sectors.

12. The teacher training schools and the faculties of education at a number of universities are responsible for teacher training. The enactment of the Teaching Statute established the educational career, ensuring stabler working conditions for those on the establishment and reaffirming the rights of teaching staff to professionalization and permanent training (see table 8). This statute was promulgated during the women's decade for the purpose of regulating the establishment of the national teacher training system.

13. The Ministry of Education is under the direction of a woman, Doris Eder de Zambrano, with the immediate assistance of a woman assistant minister and a woman secretary-general.

14. An effort must be made to advance women to the deanships of faculties and the rectorships of universities. The strategy to be applied is one of permanent pressure to overcome resistance.

Levels		Urban		Rural	
		Total	Women	Total	Women
Pre-School	1976	96 611	...	10 942	...
	1981	189 428	...	15 113	...
Basic Primary	1976	2 661 713	1 336 516	1 396 331	707 521
	1981	2 638 968	1 317 245	1 423 791	720 796
Basic Secondary*	1976	1 490 779	743 908	...	...
	1981	1 768 124	890 425	...	...

... No data available.

* Secondary basic/intermediate vocational.

Source: Division of Statistics and Systems - Sectoral Office of Educational Planning. Ministry of National Education, Colombia, 1984.

Table 1. Colombia: Education
Primary level enrolment, urban zones, by grade and sex: 1976-1981

Grade		1976	1977	1978	1979	1980	1981
1	Total	760 984	774 291	726 943	708 483	696 194	674 343
	Women	373 646	378 639	360 485	352 331	347 220	339 322
2	Total	557 629	569 690	581 635	579 260	557 544	539 654
	Women	285 069	294 028	297 957	295 514	281 738	271 446
3	Total	538 731	551 644	543 404	531 423	530 688	521 208
	Women	277 687	281 974	277 665	270 543	269 745	263 207
4	Total	428 802	444 150	450 957	456 939	466 423	481 820
	Women	212 789	221 141	224 555	227 837	231 510	236 634
5	Total	375 567	384 632	390 196	401 860	413 895	421 943
	Women	187 325	191 185	190 832	199 086	205 327	206 636

Table 2. Education
Primary level enrolment, rural zones, by grade and sex: 1976-1981

Grade		1976	1977	1978	1979	1980	1981
1	Total	655 273	666 916	601 393	603 197	602 945	588 325
	Women	319 062	328 651	293 614	294 639	297 153	289 045
2	Total	364 765	370 589	392 955	377 977	382 176	383 006
	Women	188 505	188 593	212 417	210 256	212 854	208 784
3	Total	205 920	214 309	227 962	242 812	222 919	228 415
	Women	100 117	103 707	105 941	110 376	101 348	107 307
4	Total	95 497	102 127	112 105	115 850	127 103	117 522
	Women	55 853	58 030	61 626	61 619	63 918	60 797
5	Total	74 876	82 449	91 270	99 112	102 306	106 523
	Women	43 984	45 965	50 688	52 129	53 328	54 863

Table 3. Education
Primary level: Number of graduates according to the form of administration

	1976	1977	1978	1979	1980	1981
Official	382 360	397 095	403 035	418 072	429 042	434 064
Private	68 083	69 716	78 431	82 900	87 159	94 402
Total	450 443	466 811	481 466	500 972	516 201	528 466

Table 4. Education
Intermediate level: Number of graduates

	1976	1977	1978	1979	1980	1981
Total	141 067	185 324	193 094	194 249	195 869	196 126
Women	70 934	93 223	94 608	95 418	95 959	96 091

Table 5. Education
Higher non-university level:* Number of graduates according to field of specialization and sex

	1976	1977	1978	1979	1980	1981	1982
Total	1 099	1 962	2 080	1 944	2 882	7 925	9 747
Women	716	1 200	1 294	1 137	2 578	4 792	5 930
HUMANITIES:							
Total	12	-	-	-	-	44	66
Women	12	-	-	-	-	40	63
EDUCATION:							
Total	50	203	282	183	597	835	1 045
Women	49	192	279	179	588	828	1 011
ARCHITECTURE AND FINE ARTS:	173	298	275	279	1 012	775	959
Women	153	260	236	247	798	592	714
LAW AND POLITICAL SCIENCES:	-	-	-	-	-	-	-
Women	...	...	...	...	...	...	...
ECONOMICS, ADMINISTRATION AND THE LIKE:	160	511	671	566	1 367	3 482	4 162
Women	60	294	341	279	816	2 093	2 472
HEALTH SCIENCES:	219	253	199	199	107	250	384
Women	218	248	194	187	102	229	301
EXACT AND NATURAL SCIENCES:	35	54	67	64	60	169	292
Women	27	36	39	41	22	86	175
SOCIAL SCIENCES:	61	21	62	-	67	267	256
Women	36	21	62	-	64	219	215
ENGINEERING AND THE LIKE:	380	540	454	600	567	1 915	2 379
Women	157	142	130	197	185	669	937
AGRONOMY AND THE LIKE:	9	82	70	53	105	188	204
Women	4	7	13	7	3	36	42

* Includes: Intermediate vocational training, technological training, university and advanced or post-graduate training. (...) No data available.

Table 6. Education
Higher university level: Number of graduates according to field of specialization and sex

	1976	1977	1978	1979	1980	1981	1982
Total	14 180	16 818	17 115	19 402	22 776	30 290	32 083
Women	5 230	6 723	6 962	8 394	10 205	13 330	15 107
HUMANITIES:							
Total	231	256	213	226	262	384	416
Women	92	114	121	133	117	197	194
EDUCATION:							
Total	3 474	4 107	4 397	5 193	5 403	7 009	7 433
Women	2 081	2 338	2 541	2 992	3 247	4 234	4 752
FINE ARTS:							
Total	55	74	67	158	140	156	201
Women	27	37	54	97	93	98	103
LAWS:							
Total	1 511	1 871	2 231	2 408	4 312	4 548	3 361
Women	520	713	835	989	1 900	1 984	1 466
ECONOMICS, ADMINISTRATION AND THE LIKE:	3 133	4 042	3 419	3 860	826	6 653	7 320
Women	835	1 120	1 011	1 255	1 622	2 533	2 994
OTHER SOCIAL SCIENCES:	617	677	764	860	1 013	2 011	2 222
Women	499	564	614	706	834	1 621	1 867
EXACT AND NATURAL SCIENCES:	440	602	515	615	549	300	421
Women	254	397	361	445	409	115	175
ARCHITECTURE:							
Total	485	676	691	666	700	1 317	989
Women	107	167	154	176	199	378	263
ENGINEERING AND THE LIKE:	2 019	2 004	2 141	2 502	2 385	3 374	4 654
Women	124	169	179	200	270	520	718
AGRONOMY AND THE LIKE:	931	740	790	654	738	911	901
Women	36	44	48	52	85	120	150
MEDICINE:							
Total	644	854	887	864	927	1 389	1 656
Women	126	313	188	199	207	315	376
DENTISTRY							
Total	161	194	249	501	653	698	783
Women	106	99	154	315	433	450	505
OTHER SCIENCES:							
Total	479	721	751	895	868	1 540	1 726
Women	423	648	702	835	789	765	1,544

Table 7. Education

Adult education: Number of students enrolled at official establishments

	1976	1977	1978	1979	1980	1981
Total	...	...	1 003 597	1 166 318	1 241 562	...
Women	...	...	...	...	...	...

Table 8. Education

Number of teachers in pre-primary, primary, secondary, higher and adult education

	1976	1977	1978	1979	1980	1981
Total	228 676	237 455	241 150	246 819	254 845	261 227
Women	...	...	...	...	...	...
Pre-primary	4 143	4 259	4 912	5 395	6 742	8 402
Primary	125 830	128 494	129 886	131 075	131 832	130 582
Secondary	75 468	79 742	80 112	83 134	85 135	87 449
Higher	23 235	24 960	26 240	27 215	31 136	34 844
Adult	...	...	...	...	...	...

Table 9. Education

Number of pre-primary, primary, secondary, higher (university and non-university) and adult education establishments, according to the form of administration

	1976	1977	1978	1979	1980	1981
PRE-PRIMARY						
Official	1 178	1 238	1 634	1 952	2 457	2 962
Private	2 965	3 026	3 278	3 443	4 285	5 440
PRIMARY						
Official	101 823	104 229	107 837	109 448	110 544	111 202
Private	24 007	24 265	22 049	21 627	21 288	19 380
SECONDARY						
Official	36 317	38 753	43 740	46 485	49 022	51 715
Private	39 151	40 989	36 372	36 649	36 113	35 734
HIGHER						
Official	12 070	12 868	13 092	13 379	14 085	15 669
Private	11 165	12 092	13 148	13 836	17 051	19 175
ADULT						
Official	...	...	...	...	...	...
Private	...	...	...	...	...	...

Table 10.
Population of 5 years of age and above by educational level and years successfully completed, according to age groups: National total* for 1981

Age groups and zone	Total	Years successfully completed			
		No level	Primary		
			From 0 to 1	From 2 to 3	4	5 and over
Total	22 486 474	4 255 893	2 591 082	4 899 272	1 675 227	2 790 415
5 to 6	1 303 002	964 487	327 997	-	-	-
7 to 9	1 954 954	505 959	1 035 435	396 403	11 609	-
10 to 11	1 396 609	153 141	392 586	617 262	159 711	29 292
12 to 14	2 155 397	141 808	250 513	632 536	359 822	189 149
15 to 19	3 310 440	205 554	91 548	509 169	278 810	472 105
20 to 24	2 518 400	191 811	54 939	364 666	169 493	395 954
25 to 29	1 874 430	170 831	54 000	351 824	146 569	334 944
30 to 34	1 511 940	162 668	43 427	370 520	117 425	269 841
25 to 39	1 311 140	210 223	54 222	361 340	92 275	220 672
40 to 44	1 116 829	232 474	61 466	288 346	86 136	208 959
45 to 49	941 833	232 592	49 479	252 277	72 759	159 957
50 to 54	931 710	278 357	46 721	237 431	59 364	152 093
55 to 59	600 603	180 626	38 590	157 150	33 212	111 512
60 and over	1 559 637	625 362	90 159	360 348	88 042	245 937

Age groups and zone	Years successfully completed						
	Secondary				Higher or University		
	From 0 to 1	From 2 to 3	From 4 to 5	6 and over	0 to 1	2 to 4	5 and over
Total	1 509 739	1 743 168	1 188 167	1 063 013	210 759	281 099	235 080**
5 to 6	-	-	-	-	-	-	-
7 to 9	836	-	-	-	-	-	-
10 to 11	40 797	2 856	-	-	-	-	-
12 to 14	433 509	133 380	13 851	-	-	-	-
15 to 19	518 481	660 796	404 982	111 439	45 309	10 282	-
20 to 24	170 637	302 334	300 595	338 109	100 841	102 146	22 793
25 to 29	107 418	182 041	138 836	221 002	28 688	87 145	48 486
30 to 34	72 182	124 720	103 747	126 115	18 121	35 195	61 629
35 to 39	53 160	98 263	65 222	82 719	10 073	20 304	42 027
40 to 44	31 478	72 324	48 294	53 302	3 888	9 362	20 138
45 to 49	26 800	51 764	33 669	40 815	1 986	4 179	12 849
50 to 54	23 993	43 349	39 220	31 168	1 569	4 448	12 475
55 to 59	13 219	25 301	13 040	21 306	284	1 905	3 686
60 and over	17 229	46 040	26 711	36 938	-	6 133	10 997

* Does not include national territories.
** 43,560 with no information as to level, different age groups.

Table 11

Population of 5 years and above by educational level and years successfully completed, according to sex and zone,* 1981

Sex and zone	Total	No level	Years successfully completed Primary: From 0 to 1	Primary: From 2 to 3	Primary: 4	Primary: 5 and over
National total: Sex						
Total	22 486 474	4 255 893	2 591 082	4 899 272	1 675 227	2 790 415
Men	10 901 212	2 045 066	1 286 290	2 414 695	785 154	1 320 091
Women	11 585 262	2 210 827	1 304 792	2 484 577	890 073	1 470 324
National total: Urban						
Total	14 824 825	1 788 834	1 478 723	2 715 586	1 080 413	2 119 972
Men	6 960 194	796 350	710 931	1 275 020	495 101	957 841
Women	7 864 631	992 484	767 792	1 440 566	585 312	1 162 131
National total: Rural						
Total	7 661 649	2 467 059	1 112 359	2 183 686	594 814	670 443
Men	3 941 018	1 248 716	575 359	1 139 675	290 053	362 250
Women	3 720 631	1 218 343	537 000	1 044 011	304 761	308 193

Sex and zone	Years successfully completed: Secondary: From 0 to 1	Secondary: From 2 to 3	Secondary: From 4 to 5	Secondary: 6 and over	Higher or University: 0 to 1	Higher or University: 2 to 4	Higher or University: 5 and over
National total: Sex							
Total	1 509 739	1 743 168	1 188 167	1 063 013	210 759	281 099	235 080**
Men	723 369	797 702	550 113	509 691	119 906	157 560	168 698
Women	786 370	945 466	638 054	553 322	90 853	123 539	66 382
National total: Urban							
Total	1 286 726	1 538 530	1 075 885	994 185	205 422	277 566	230 438
Men	609 651	694 217	494 309	474 537	115 179	155 603	164 780
Women	677 075	844 313	581 576	519 648	90 243	121 963	65 658
National total: Rural							
Total	223 013	204 638	112 282	68 828	5 337	3 533	4 642
Men	113 718	103 485	55 804	35 154	4 727	1 957	3 918
Women	109 295	101 153	56 478	33 674	610	1 576	724

* Does not include national territories.

** 43 560 with no information as to level, different age groups.

EDUCATION

Strategies

It will be the task of the Twenty-Second Assembly of Delegates, which is to meet in October 1984, to discuss and approve the strategies to be implemented at the regional level. However, as it is suggested that those strategies which are to be used by each country to achieve its objectives should be identified, the following are proposed:

- To implement the university-by-correspondence scheme, a priority commitment of the present Government and a proposal of the President during his election campaign;
- To provide more primary education television programmes;
- To step up radio broadcasting in the areas of primary and secondary education;
- To accelerate the nationalization of secondary education;
- To ensure that education is mixed at all levels, including the teachers' training schools, which are currently separate according to sex;
- A literacy campaign for rural women is announced for the year 1984 and beyond;
- There are plans for a programme of research, analysis and popularization in the area of women's education and training.

Suggestions of the delegate

- To make representations to the Government, the National Congress, the business community and society with a view to hastening the eradication of illiteracy;
- To promote a campaign in favour of the enactment of a law establishing mandatory primary education;
- To encourage campaigns to ban the employment of children in rural work;
- To support all educational and social assistance campaigns undertaken against prostitution;
- To seek incentives to encourage women to pursue scientific and technical programmes of study;
- To promote the advancement of women to the deanships of faculties and the rectorships of universities so as to achieve reforms aimed at the greater involvement of women in higher studies;
- To press for the incorporation of young professional women in the social development area as a basic condition for the general emancipation of women;
- To insist on the need for statistics to be kept according to sex in order that they may be properly evaluated.

EMPLOYMENT

The Ministry of Labour and Social Security administers the human resources that make up the national work-force along with the affiliated agencies that are concerned with the productive sector of the national economy.

Decree No. 062 of 1976 entrusted to this Ministry the responsibility of promoting, directing and implementing the Government's social policy in the areas of employment, professional advancement and job reschooling, social security, vocational training and instruction, and productivity, in co-ordination with the country's general development plans.

The rights and allowances, both legal and extra-legal, anchored in the Colombian system of labour relations provides for no discrimination on the basis of sex. A number of specific provisions pertaining to the work of women, far from involving limitations, are actually protective in nature. The provisions that relate to female workers have to do with the special consideration directed at the protection of mothers and children.

Other provisions have been subsequently enacted and, among those which favour women, particular mention should be made of the following:

- Law No. 7 of 1979, which established the National System of Family Welfare, extended the protection of children until their eighteenth year in order to benefit working women with adolescent children.

- Law No. 4 of 1976, also known as the Pension Sector Protection Statute, protects, as its name indicates, retired persons, among whom women are more numerous than men.

- Law No. 51 of 1981 approved the Convention on the Elimination of All Forms of Discrimination against Women adopted by the General Assembly of the United Nations on 18 December 1979.

- Law No. 21 of 1982, regulating family allowances, established benefits to be paid in cash and in kind for low- and medium-income workers in proportion to the number of their dependants.

Although at the beginning of the decade unmarried women accounted for the largest percentages of the female work-force, there has subsequently been an increase in the entry of married women into the labour market for family-connected economic reasons, the presence of fewer children and the desire for a better life. Undoubtedly, the principal cause has been the rise in the cost of living, which is making it necessary for both spouses to seek employment.

Beginning in 1975 there was a sharp increase in the global rates of participation for both sexes, with women moving from the primary and secondary sectors (12 per cent) to the tertiary sector, where they reached a level of 44.8 per cent, with all this taking place against the background of a growing urban work-force and a shrinking number of agricultural workers.

Female economic activity has been very variable and has evolved in relation to the pace of the national economy. In the seven principal cities, it rose from 23.2 per cent in 1971 to 37.4 per cent in 1976 and 38 per cent in 1980. From that time on there has been evidence of some decline, occasioned by the current circumstances of a deteriorating national economy.

During the decade of the 1970s, until 1978, the trade and service sectors were those with the largest concentration of female labour, and at the same time the lowest-paid and least prestigious areas of the economy. The year 1978 witnessed major changes, with female participation in the service sector dropping to 43 per cent, climbing in industry to 23.8 per cent and, with an increase of 4.0 per cent, nearly drawing equal to male participation in the financial sector.

As women are found predominantly in the manufacturing industry, where they are employed as operators, they are paid at the lowest levels of remuneration, i.e., at the minimum wage, which is in fact received by 69 per cent of women workers (only 3.2 per cent of women received double the minimum wage). In the retail, restaurant and hotel sectors, 58.2 per cent of women were also paid the minimum wage, the figure being 58.8 per cent in the community, personal and social service sector.

Of the total number of women involved in work in 1980, approximately 78.9 per cent did not earn wages of more than 20,000 pesos and 62.0 per cent earned only the minimum wage. Only 0.1 per cent of women hold managerial positions and about 0.2 per cent technical posts. Even where women do hold professional, technical or managerial positions in other than the official sector, they are the victims of wage discrimination: while 15.1 per cent earned the minimum salary, males in similar circumstances numbered only 7.5 per cent.

Women professionals and technicians earning more than two minimum salaries totalled 34.8 per cent as opposed to 57 per cent for their male colleagues at the same level.

It may be concluded that there is great competition for the so-called female occupations and that the latter do not enjoy a status similar to that of the other occupations, their lesser prestige value finding expression in the lower wage scales. This is particularly obvious in the case of those occupations which are thought of as exclusively the province of women - garment-making, cooking, alteration of clothing, cleaning and domestic services - and in which women workers are exploited and unprotected, particularly when they are hired on a contractual basis. This is not true in the professional area, where inequality has gradually been overcome and where the main difficulty perhaps lies in the fact of fewer opportunities.

One of the great advances for working women has been their growing awareness of their rights and their determination to see these implemented. For example, a large number of women participate in the trade unions at the enterprises at which they are employed, and some have attained leadership positions within these groups. The trade unions, along with the trade union federations and confederations, have set up, within their structures, committees on the problems of working women which are actively involved in pressing for their social demands. It should be noted that these are recent achievements, considering that over a period of many years women union members were taken into account only with a view to ensuring their participation in strikes decreed by men and their payment of their monthly membership dues.

It was on 7 August 1976, at a meeting held in Miami, that the Colombian trade union movement, associating itself with the regional plan proclaimed by the United Nations, approved and signed the undertaking to fight for the total elimination of discrimination against working women. The latter continue to regar as their principal motivation for participating in this struggle compliance with article 143 of our Labour Code, which establishes the principle of equity in the form of "equal wages for equal work".

The rural female work-force may be described as a reserve pool for periods of high demand for manual labour or when fewer men are available. The process of the proletarianization of women is of recent date, since women have always been bound to the family unit. Despite being burdened with great responsibilities as wives, mothers and housewives, women almost never play a decision-making role in household management and may still be said to be excluded from the affairs of national life. Nevertheless, women do represent a powerful production asset to which our economic analysts have only recently begun to give some attention and which is beginning to find reflection in national statistics.

The growing of tobacco, cotton and, particularly, coffee has led to the need for plentiful seasonal labour for such intensive tasks as weeding and sowing, and it is at these times that the greatest number of women are found working in the fields as wage-earners. Beyond this, it is the family's own plot that absorbs female labour. This is the situation in the case of poor families, where there is generally a surplus of working hands, prompting the men to leave the family unit to seek employment under some patron. In this way, the labour of women in the maintenance of a subsistence economy based on the family plot or kitchen garden is closely related to the process of male proletarianization, a phenomenon which, coupled with the shortage in the supply of male labour - given the existence of alternative oppportunities for men - leads to a reliance on female labour and the combination of two factors: the maintenance of a low wage level and the possible exploitation of the family group, since a characteristic of the employment of the peasant woman in capitalist agriculture has been the inducement to involve the children in the work along with their mother, for the reason that she is paid according to a piecework contract.

The principle of payment according to the quantity of work accomplished has served to increase the length of the peasant woman's working day and to encourage her family to participate in the work so as to earn what might be an adequate wage.

It may well be that there is only one category of female labour in Colombia that falls outside this general pattern wherein women represent a reserve labour pool vis-à-vis the requirements of entrepreneurial agriculture, namely, the permanent and large-scale involvement of the peasant women of the Bogotá Plateau in the cultivation of flowers for export.

EMPLOYMENT

EXAMINATION AND EVALUATION

Replies to the questionnaire

1. It may be said that there have been no changes over the decade in the participation of women in the work-force according to the statistics, which in 1976 recorded 138,456 wage-earning women (29.5 per cent) and in 1981 151,748, equivalent to 30.3 per cent of the total industrial work-force. In the rural sector, where harvests regulate employment, the variations may be seen in the statistical annexes.

   (a) Women usually begin to work between 15 and 18 years of age.

   (b) The employment dropout rate is approximately 2 per cent for a variety of causes, including factory redundancies.

2. More women are employed in less highly-skilled jobs, such as workers and operators, where they account for somewhat more than 30 per cent, and in the apprenticeship category, where they represent 20 per cent.

   (a) The changes that have occurred over the decade may be seen in the increase in the number of women in technical and managerial positions. In the first category, this number rose from 6.5 per cent in 1976 to 8.9 per cent in 1981, and in the second from 10.3 per cent to 13.6 per cent during the same period.

   (b) Answered above.

   (c) These rates of high-level involvement are satisfactory since they refer to recent developments, but would be unsatisfactory, because of the small percentages involved, should there be a levelling off in this rate of participation. It should also be noted that industrial employment grew over the decade by 6.7 per cent, whereas the number of women employed in this sector increased by 9.6 per cent.

3. The remuneration of women's labour has evolved over the decade as follows:

   (a) There are differences in the various production sectors with the most female labour (table 12), but these differences tended to grow smaller during the period between 1973 and 1980. At the beginning of the decade, women's average income amounted to barely 48.5 per cent, while in 1980 it had already risen to 65 per cent of that of men (table 13).

   (b) Traditional policies have governed the remuneration of female labour, not always in the form of male domination, but through the historical association of women with the production of goods and services in work related to that which they perform in the home. A change in this pattern began to emerge in 1980, when the percentage of women in the home fell to a level of 46.5 per cent.

   (c) There are movements aimed at achieving wage parity between women and men. Very clear provisions to this effect are to be found in the Substantive Labour Code and in agreements signed by our country with the International Labour Organisation (ILO) under which Colombia has assumed this commitment, in addition to which there is constant pressure on the part of organized women's groups and women in Government bodies.

4. A number of studies have been prepared by various agencies or private research institutions on the participation of peasant women in the work-force, a list of these studies being given on page 51. A number of these studies are the fruit of many years of direct contact with, and knowledge of, the rural environment through surveys and visits carried out in different regions of the country.

5. It is difficult to provide precise statistics on the participation of rural women in the work-force during the last decade, since these women generally represent a reserve labour pool for high-demand periods and a migrant population that moves from place to place during the harvest season.

6. The changes that have occurred in employment opportunities for peasant women consist mainly in the greater training achieved through the activities carried out by the National Apprenticeship Service (SENA), the Popular Training Foundation and the Integration of Services and Community Participation Programme (IPC), in the expansion of the co-operative system, in the good handicraft market that exists, and in the technical assistance made available by the Integrated Rural Development Programme (DRI).

7. The changes that have occurred in the training of rural women are due to the actions mentioned in the paragraph above and to factors having to do with improved communication media, greater opportunities and to frequent radio campaigns, all of which have contributed to an improvement in agricultural, craft, co-operative and cottage industry activities.

8. Literacy campaigns in the countryside have been undertaken with good results, but because illiteracy still continues to exist, the Government has directed much attention to this problem in the form of "policies designed to bring more and better services to the countryside".

9. The Agrarian Credit Fund, the Agriculture Finance Foundation, the Federation of Coffee-Growers, the Integrated Rural Development Programme, the Popular Community Integration Programme and a number of banks offer credit facilities for activities by women under the same terms as for men.

10. Rural women are being trained in areas other than the traditional ones, such as agricultural techniques, bee-keeping, small-scale industry, floriculture, first-aid, cottage industries, garment making and nutrition, among others, in programmes that involve a follow-up phase.

11. Training programmes for women business managers are available at the faculties of Business Administration for professional personnel, and at SENA in the form of highly popular less intensive programmes of up to four semesters at both levels (see table 4).

12. The ILO agreements, which are of interest to working women, have been signed by Colombia and are being observed at the large enterprises subject to monitoring by the State, but not in the primary and secondary service sector, where this monitoring is more difficult and where women nearly always adopt a passive attitude viz-à-viz labour-management relations. These women constitute an ignorant mass, without aspirations, who see in work a panacea to their needs, without stopping to ask themselves whether they are really being paid on a par with the men involved in the performance of comparable work.

13. As has already been noted, the majority of the agreements with the ILO have been ratified and are being implemented. The social benefits pertaining to the protection of maternity include the following aspects:

    (a) Paid maternity leave for a total of eight weeks;

    (b) Leave paid at the level of the last salary earned, for two or four weeks in the case of a stillbirth;

    (c) Paid nursing leave for a period of 30 minutes each working day during the first six months of the child's life;

    (d) Prohibition of the dismissal of a woman worker for reasons of pregnancy or nursing;

    (e) Banning of specific work activities for women: night work, work in the paint and dye industry, work underground, unhealthy work or dangerous work or work requiring great physical exertion;

    (f) Comprehensive care centres for children of less than seven years;

    (g) Sanctions and verification procedures to ensure compliance with these provisions.

14. The involvement of women in the work-force is limited by the reluctance of the enterprises to pay the social security maternity allowances. Accordingly, the Ministry of Labour and Social Security is studying a reform of working hours with a view to proposing that women may opt for a half-day of work with remuneration proportional to the hours worked so as to share the care of their children, who generally spend only a half-day at school, and to making possible health plans with respect to nursing by mothers.

    The Ministry is also interested in a proposal to the effect that, out of a desire to protect the health of the child, consideration should be given to the possibility that a mother might interrupt her working career or take special unpaid leave for a maximum period of one year, at the end of which she could resume her job.

15. Discrimination does exist in employment for reasons of sex, due to the existing legislation and to cultural patterns of behaviour.

16. Employment or re-employment opportunities for older women are neither simple nor frequent. Generally, women begin to work when they are very young, and in the tertiary and official sector they hold their jobs until retirement (20 years of work/55 years of age). Many older women study and are engaged in independent jobs.

17. Half-day jobs are relatively rare in the labour market. A number of enterprises operate with two or three shifts on a full-day basis. Nevertheless, the Ministry of Labour and Social Security intends to introduce the half-day for nursing mothers.

18. A number of studies have been prepared, and others are in progress, by public and private institutions regarding the socio-economic, political and legal status of women (page 27).

19. The Ministry of Labour and Social Security, the National Administrative Department of Statistics and the Integration of Women in Development Programme.

20. Law No. 27 of 1974 established the Institute of Family Welfare. Law No. 7 of 1979 amended the previous law and extended until age 18 the coverage of minors in blighted urban zones and the most needy rural areas under nutrition and legal assistance programmes for this category of persons.

During the eight years they have been in operation, the children's homes or comprehensive pre-school care centres have represented the best supporting facility for working mothers, unemployed or disabled fathers and orphaned children, going a long way towards providing the necessary parental care through activities designed to create the conditions indispensable for the proper growth and development of pre-school-age children, the education and guidance of parents in the all-round care of their children, and training in family life.

These centres are supported by public and private agencies. They are to be found in urban, disadvantaged and rural zones and, in many cases, close to work sites. They are free of charge and, as has already been noted, derive their income from industry, the commercial sector and the State.

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Special studies to assess the involvement of peasant women in the work-force 1/

The Work of Women, Cecilia López de Rodríguez and Magdalena León de Leal, 1977.

Formation of, and Changes in, the Large Stock-Raising Estate and their Effects on the Organization of the Peasant Family, Clara González, 1980.

Transformation of the Domestic Unit and Work of the Peasant Unit in an Area of Advanced Capitalist Development, Lilian Motta de Correa, 1980.

The Division of Labour by Sex in the Peasant Smallholding Unit, Ingrid Cáceres, 1980.

Proletarianization and Agricultural Labour in the Land Plot Economy, Magdalena León de Leal and Carmen Diana Deere, 1980.

Survey of Peasant Households, ACEP, 1978.

Studies on the socio-economic, legal and political status of women 1/

First Continental Meeting on "Women at Work", Union of Women Citizens of Colombia, Medellín, 1977.

Forum of Colombian Women (papers and conclusions), Women Executives in the Public Sector, Bogotá, 1977.

Colombian Family Law, Hernando Hinestrosa, 1969.

Colombian Legislation on Women, Office of the Secretary for Popular Integration under the President of the Republic, Inter-American Commission on Women (CIM), Colombian Committee of Co-operation with the CIM, 1979.

1/ Translator's note: All the works listed are in Spanish.

Table 12
Ratio of female to male income, in percentage

	Wage earners and employees	Workers	Employers	Independents	Domestics	Total
Goods	54.5	79.4	42.3	50.5	71.5	51.1
Commerce	51.4	49.8	40.9	52.8	81.1	45.4
Capital	54.2	113.2	32.4	56.8	-	39.9
Services	63.2	33.3	69.7	54.8	76.8	35.0
State	62.2	56.8	43.6	58.2	-	51.2
Total	57.6	60.8	50.5	45.3	84.2	49.5

Table 13
Average monthly income according to occupational category and sex
Bogotá 1973, 1978 and 1980 (in current pesos)

	Census 1973			National Household Survey 1978			National Household Survey 1980		
	M	W	W/M	M	W	W/M	M	W	W/M
Employees and workers	1 947	1 449	74.8	6 182	3 995	64.6	9 030	6 835	76.0
Employers	5 067	2 534	50.5	14 547	6 859	47.1	17 824	13 019	73.0
Independents	2 513	992	45.3	6 179	3 411	55.2	8 839	5 117	58.0
Domestics	456	368	94.5	-	933	-	2 191	2 036	96.0
Total	2 104	895	48.5	6 136	3 292	53.6	9 327	5 117	65.0

Table 14
Industrial Employment

		1976	%	1981	%
	Total	469 778	100	501 035	100
	Women	138 456	19.5	151 748	30.3
TECHNICAL PERSONNEL	Total	9 533		14 003	
	Women	614	6.5	1 131	8.9
MANAGERIAL STAFF	Total	9 637		11 554	
	Women	987	10.3	1 561	13.6
EMPLOYEES	Total	92 847		103 060	
	Women	29 893	32.2	35 039	34.0
WORKERS AND OPERATORS	Total	343 167		358 173	
	Women	103 729	30.3	110 527	30.9
APPRENTICES	Total	7 080		6 256	
	Women	1 427	20.2	1 305	20.9

Table 15
Ratio between the increase in the cost of the family shopping bag and the work of women

Year	Cost index for the shopping bag	Percentage of women in the home (7 cities)	Active women among those married (7 cities)
1954	100		
1976	1 584.0	37.1	23.6
1977	1 596.1	35.6	24.5
1978	1 926.1	35.8	26.8
1979	2 436.0	35.6	28.7
1980	3 680.0	34.6	30.0

Table 16
Participation in the work-force

Index of female participation in the employment category	1973	22.5% 1983
Total female work-force	1 365 226	1 272 304
Employers	3.54%	1.22
Self-employed persons	9.37	21.86
Employees	40.08	56.70
Workers	9.57	
Unremunerated work	3.85	2.42
Domestic work	14.61	
Others	1.48	
No information	7.50	
	100%	100%

Only 7 cities in the household sample, stage 39, National Administrative Department of Statistics (DANE)

Index of female participation in the work-force by sectors	1 365 226	
Agriculture and stock-raising	4.4%	0.52
Industry (mining and quarries, manufacturing, electric power, gas and water, construction)	19.6	23.71
Services (wholesale and retail trade, restaurants, hotels, transport, storage and communication, finance, insurance, real estate or commercial services)	65.1	75.62
Others	3.4	
No information	7.5	0.14
	100%	100%

Table 17
Rural population of working age by activity and according to age groups and sex,* 1981

Age groups and sex	Population of working age (b)	Inactive population (c)	Economically active population (d)	Employed (e)	Unemployed		
					Total	Unemployment	
						Overt (f)	Hidden (g)
Rural National Total							
Total	6 319 507	3 508 363	2 811 144	2 630 543	180 601	79 258	101 343
From:							
10 to 11	562 114	517 222	44 892	41 562	3 330	1 963	1 367
12 to 14	833 428	684 059	149 369	129 031	20 338	7 879	12 459
15 to 19	1 030 061	559 466	470 595	428 966	41 629	15 711	25 918
20 to 24	708 854	283 681	425 173	380 330	44 843	24 493	20 350
25 to 29	516 539	216 584	299 955	286 218	13 737	4 712	9 025
30 to 34	452 809	172 641	280 168	264 826	15 342	3 477	11 865
35 to 39	446 555	202 156	244 399	234 506	9 893	4 757	5 136
40 to 44	381 569	164 968	216 601	210 715	5 886	2 609	3 277
45 to 49	296 673	128 613	168 060	156 345	11 715	7 514	4 201
50 to 54	324 986	158 579	166 407	163 795	2 612	609	2 003
55 to 59	205 346	96 542	108 804	104 762	4 042	2 617	1 425
60 to 64	205 946	99 973	105 973	102 425	3 548	2 917	631
65 to 69	131 437	73 181	58 256	57 625	631	-	631
70 to 74	104 763	63 758	41 005	38 776	2 229	-	2 229
75 to 79	55 424	37 530	17 894	17 068	826	-	826
80 and over	63 003	49 410	13 593	13 593	-	-	-
National Rural Total							
Total	6 319 507	3 508 363	2 811 144	2 630 543	180 601	79 258	101 343
Men	3 255 914	1 043 908	2 212 006	2 131 259	80 747	47 215	38 032
Women	3 063 593	2 464 455	599 138	499 284	99 854	36 543	63 311

* (a) Does not include national territories (administered by superintendents and commissioners).

(b) Rural population of working age: population of 10 years and above.

(c) Economically inactive population: persons of working age who do not participate in the production of market goods and services: students, housewives, retired persons, etc.

(d) Economically active population, consisting of the employed and unemployed population of working age. The employed population includes persons who were working or had work during the week prior to the survey.

(e) Employed: persons of 10 years and above who during the week immediately prior to the survey had a remunerated activity or who worked without remuneration for a period of more than 15 hours.

(f) Overt unemployment: persons of 10 years and above who did not work during the week prior to the survey and who sought work during the 12 previous months.

(g) Hidden unemployment: persons of 10 years or above who neither worked nor sought employment during the last 12 months (and who believe that there is no work or that it is not suitable or who are waiting, etc.).

Table 18
Rate of participation and unemployment in rural zones according to sex,* 1981

	Global rate of participation (b)	Total	Overt (c)	Hidden (d)
National Rural Total				
Total	44.5	6.4	2.8	3.6
Men	67.9	3.6	1.9	1.7
Women	19.6	16.7	6.1	10.6

* (a) Does not include national territories (administered by superintendents and commissioners).

(b) Global rate of participation: percentage ratio between the economically active population and the number of persons making up the population of working age (see definitions under the previous table).

(c), (d) Rates of overt and hidden unemployment (see definitions under the previous table).

EMPLOYMENT

PROPOSALS AND STRATEGIES

1. The Ministry of Labour and Social Security has sponsored studies and analyses of special situations leading to conflicts and discrimination against women at the work-place, and has prepared a number of proposals, which may be summarized as follows:

   (a) Establishment of the Office of Labour Affairs and Social Security for Women:

   It has been found necessary to establish an advisory office, to operate in co-ordination with the national departments and regional agencies, with the task of ensuring that provisions and programmes pertaining to women are implemented in accordance with the particular attention that the Ministry wishes to accord to them. By clearly identifying the specific relationship that is to exist between this office and the decision-making levels of the Ministry and each of the agencies, the proposal for the organization and operation of this office will guarantee that this initiative will not remain a purely theoretical undertaking, but will become a practical reality.

   Similarly, the need has been identified for improving and strengthening activities in the areas of inspection, labour relations monitoring and social security by co-ordinating the work of the various agencies with a view to developing a comprehensive methodology.

   (b) Establishment of advisory committees:

   There are plans, at both the national and regional levels, for the establishment of committees involving the participation of women's institutions, trade union organizations, women's voluntary associations and governmental bodies concerned with working women. These committees will act as liaison channels to permit better understanding, consultation and implementation in respect of provisions and programmes pertaining to working women.

2. Drafts of the law reforming the Substantive Labour Code have been sent to the Legal Department of the Office of the President of the Republic in order that the Government may submit them to the Congress at its next session. This draft legislation refers to:

   (a) Reform of the working day. The idea is to propose that women should be able to opt for a half-day of work with remuneration proportional to the hours worked, so as to share the burden of caring for their children, who generally spend only a half-day at school, and facilitate health planning with respect to nursing by mothers.

   (b) Special leave. Experts on the physical and emotional health of infants believe that new-born children require continuous contact with their mother during the first six months of life. It is out of this concern for the protection of children's health that a proposal is being prepared contemplating the possibility that a mother might interrupt her working career by taking special unpaid leave for a maximum period of one year, whereby, at the end of this hiatus, she would be entitled to return to her job.

(c) Family leave. The objective of this proposal is to bring national standards into line with the provisions of ILO Agreement No. 3 on the protection of maternity. This agreement was adopted by the ILO's International Labour Conference at its first meeting (1919), approved by the Congress of the Republic of Colombia under Law No. 129 of 1931 and ratified by the country in 1933.

The agreement, in article 30, provides for a twelve-week period of paid maternity leave for working women. Nevertheless, 50 years after its ratification, Colombia has yet to adopt the measures necessary to comply with this provision, since article 236 of the Colombian Substantive Labour Code provides for only eight weeks of maternity leave.

By ratifying this agreement, the Colombian State undertook a commitment to enforce these standards within the country. Since this measure has not been adopted, the commission of experts on the implementation of the agreements and recommendations of the international organization in question has repeatedly made representations to the country, which could result in the invoking of the "special paragraph" on non-compliance.

Taking into account the country's socio-economic situation and its effects on the area of labour, and in order not to further burden the enterprises with the costs of social benefits and allowances (which might result in the exclusion of women from the market), it has been proposed that the maternity leave period should be gradually increased by the four remaining weeks by adding one week every year until a period of twelve weeks has been reached, thereby complying with the above-mentioned agreement.

The payment of this leave would begin two years after the law comes into force.

(d) A draft law has been prepared reforming the Substantive Labour Code with regard to persons working as domestics and covering such aspects as working hours and social benefits. It is necessary that effective social security coverage should be extended to all workers.

(e) Inter-agency mechanisms are being created to ensure more effective inspection procedures at production facilities, taking into account occupational health-related considerations.

(f) Project for the floriculture sector:

According to an assessment of occupational health hazards, the cultivation of flowers is extremely harmful to the health of those engaged in this occupation because of the toxicity of the agricultural chemicals used in this activity.

In order to reconcile the requirements of productivity with the demands of safety, a comprehensive occupational inspection programme of a technical nature has been formulated that takes into account a range of aspects pertaining to individual and collective rights and occupational health. To this end, a form has been devised, for use by public health, labour and social security officials, which will serve as a source of information and a means of verifying the diagnostic analysis of the problems in this sector, as well as a basis for the planning and formulation of corrective measures designed to benefit more than 40,000 workers, 80 per cent of whom are women.

3. Training:

Apart from the legislative changes that are to be made, steps will be taken to promote a better understanding of the laws in the labour, trade union and occupational health areas in order to ensure that women workers know and are able to properly interpret their work-related rights and duties and, also, to prepare themselves for more effective participation in trade union organizational matters.

Similarly, the Government intends to sponsor an analysis of the employment training being received by women with a view to promoting a diversification of this training in response to the evolving needs of the labour market.

An effort is being made to collate and process all the information in the possession of the Ministry on working women for the purpose of establishing the basis of an information system to permit the planning of more narrowly focused studies within the Ministry and serve as a tool for researchers and students of the problem.

HEALTH AND NUTRITION

Health and nutrition are the responsibility of the Ministry of Health, the Institute of Social Insurance (ISS), the National Social Security Fund (CAJANAL), the Colombian Institute of Family Welfare (ICBF), the National Institute of Health (INAS), the National Institute of Municipal Promotion (INSFOPAL), the National Food and Nutrition Plan (PAN), the Integrated Rural Development Programme (DRI), the Integration of Services and Community Participation Programme (IPC), the National Hospital Foundation, the Immunization Programme, the National Institute of Cancerology, the National Plan for Urgent Paediatric Care, the Care-for-the-Elderly Plan, the National Rehabilitation Service, the National Service for the Eradication of Malaria (SEM) and the Health Development Intensification Plan.

The decade 1976-1985 witnessed important advances in the health field. Alone the increase in the budgetary resources allocated to this area attests to the greater coverage, with allocations rising from 9,140 million pesos in 1976 to 36,674 million pesos in 1983, a sum to which must be added the funds raised by each department. In this way, it has been possible to provide better health care for rural areas, with the number of beneficiaries increasing by one million a year.

In January 1975, following detailed studies, there was established the National Health System, whose first phase was directed at the nine million unprotected persons living in rural areas.

The rural zones and the small urban centres also benefited from an improvement in water quality, arrangements for satisfactory waste disposal and the expansion of the sanitation infrastructure. In this way, services were extended to nearly eight million inhabitants (73 per cent of the rural population) scattered in some 1,000 communities.

In his 1977 report, Dr. Robert MacNamara, President of the World Bank, had the following to say about Colombia: "For example, Colombia has launched a national health programme designed to meet the needs of approximately 40 per cent of Colombians who currently lack regular access to basic health services. The programme has been organized by locating community workers at local dispensaries and is based on the self-help system. In only two years of operation, one million poor people have already been reached. If it is successful - and the extensive study on which it is based indicates that it will be - by 1985 this programme will provide basic health services for all the poor inhabitants of the country at an annual cost of less than $US 4 per person." 1/

The national health policy lays down that access is to be facilitated for all citizens to health services, "according priority to the population groups with the largest proportion of persons of below 15 years of age, the mother-child group and the workers group".

The following data are illustrative of the gradual growth of this coverage:

	1974	1977
Care for pregnant women	53.5%	80.5%
Family planning	9.1%	18.6%
Care for children below one year of age	83.8%	87.8%
Care for children of one to four years of age	32.8%	31.3%

1/ Translator's note: Retranslated into English from the Spanish translatio of MacNamara's remarks.

The basic strategy has consisted in promoting community participation to reduce and control health problems. In this way, community leaders were trained through 33 community participation offices organized for this purpose.

Many of these actions are performed by women working as so-called "health promoters", visiting social workers, nutritionists, bacteriologists, nurses, dentists and doctors, in both the public and the private sector.

The plan for rural areas and marginal zones is prepared, in the first instance, by the "health promoter" [health agent], who is responsible for an average of 200 houses with approximately 1,000 inhabitants.

In 1981, medical attention for the mother-child population attained a coverage of 80 per cent, which is being maintained, and a vaccination level of 100 per cent for children of less than one year of age, which is also continuing.

There was a 15 per cent increase in home and institutional care in the form of childbirth assistance and pre-natal checkups, and coverage was extended to 97 per cent of all children between the ages of one and four years.

In Colombia, genital cancer in women occupies first place among the malignant tumours, with an incidence of nearly 30 per cent. Cervico-uterine cancer, in particular, accounts for 40 per cent of the malignant tumours suffered by women. Cancer in general is the third-most-frequent cause of death in Colombia and the primary cause in persons above 40 years of age.

During the decade, the services of the National Institute of Cancerology were extended with the completion of ten satellite centres, providing total coverage of the national territory.

The Institute of Social Insurance provides care for workers of both sexes and has extended its coverage to the dependants of its members through the family medicine system. In this way, the number of persons covered has risen to 2,753 million, of whom 175,000 are new members. The Institute's budget was 7,169 million pesos in 1975 and 31,519 million pesos in 1981.

The National Social Security Fund, which serves public employees, increased the number of beneficiaries by 42.5 per cent, reaching a total of 266,000 in 1981. There was a 20 per cent increase in the number of pensioners, who now total 38,000.

The National Institute of Health (INAS) is responsible for research, which it conducts with the advisory support of ten laboratories specializing in entomology, virology, microbiology, biochemistry, pathology, genetics, environmental hygiene, parasitology and malaria.

The National Plan for Urgent Paediatric Care, founded in 1980, provides services for 300,000 children.

Oral health

In 1976, 91 per cent of the population of five years of age and older suffered from caries, and 88.7 per cent of this same population was affected by peridontal disease.

On the basis of these data, there was created the Division of Oral Health as a complex of human, technological, financial and administrative resources designed to help persons suffering from these disorders and prevent their recurrence.

A total of 881 permanent consultation offices, regional units and rural service centres were founded. A large number of dentists, auxiliaries and health agents were appointed and a preventive programme was launched on the basis of the individual use of fluoride and the fluoridation of drinking water supply systems, a measure from which a total of 8,954 million persons benefited in 1978.

Nutrition programmes

The national Government is endeavouring to bring about an improvement in the nutrition of the population by furnishing food supplements to minors of pre-school and school age and to pregnant and nursing women through a programme administered by the Colombian Institute of Family Welfare (ICBF).

The National Food and Nutrition Plan (PAN), designed to improve the nutrition of Colombians, relies on 18 State-operated and private-sector agencies. This plan was launched in 1975 as a consequence of a study that indicated a deficiency in the consumption of nutritious foods by 32 per cent of the population.

The programme encourages the production of foods of high nutritional value, the subsidized purchase of enriched foods, the laying out of school gardens and cereal-growing areas and the observance of a suitable diet, in addition to health-related activities.

The Integrated Rural Development Programme (DRI) is part of the policy aimed at producing food, increasing productivity and raising rural income and employment levels. During the year 1978, a total of 26,709 families benefited from loans and technical assistance valued at 1,047 million pesos. Training was provided for 6,763 rural teachers, in addition to which 44 water supply systems and 27 health centres were built.

At the end of 1981, an additional 251 water supply systems were placed in service, 85 more health centres were built and a further 6,906 teachers were trained, producing direct benefits for an estimated 71,000 families.

Since the DRI and PAN programmes are of benefit to rural families, they are a source of great help to the women of these families.

Integration of Services and Community Participation Programme

This programme was designed to bring about an improvement in the conditions of disadvantaged communities in medium-sized cities and aims at the rebuilding of slums through housing and public service plans and the involvement of their residents in the life of the nation. The programme has contributed to an increase in real income through the generation of small-scale industrial enterprises and the provision of technical and financial assistance and also by promoting social integration.

HEALTH AND NUTRITION

EVALUATION

Replies to the questionnaire

1. The legislation guaranteeing supporting health services for women is contained in a number of laws and policies, among which the following may be mentioned:

   - Law No. 27 of 1974, calling for the establishment of the Comprehensive Pre-School Care Centres (CAIP) and the mandatory monthly contribution by public and private agencies of two per cent of their payrolls for the support of these centres;

   - Law No. 7 of 1979, which extended the effects of the preceding law so as to cover minors in general up to the age of 18 years, including those with social behavioural problems or in physical or moral jeopardy;

   - Expansion of the Food and Development Plan (PAN) so as to benefit eight million persons, bringing improvements in the health and diets of children and of pregnant and nursing mothers;

   - Priority in the allocation of resources for the identification of the factors affecting the health of the mother-child group and for the purpose of maintaining an 80 per cent coverage level for medical care and a 100 per cent level for the vaccination of minors below one year of age;

   - An increase of 15 per cent in childbirth care and pre-natal check-ups at home and at health institutions.

(a) Article 236 of the Substantive Labour Code: "All pregnant women workers are entitled to eight weeks of leave at the time of the birth, to be paid in the amount of the wage they received when commencing their leave."

Decree No. 13 of 1967, article 7: "The employer is required to grant working women two rest periods of 30 minutes each during the working day for the purpose of nursing their children, with no deductions from their wages for this benefit, during the child's first six months of life.

"The employer is required to grant additional rest periods beyond those stipulated in the preceding paragraph if the woman worker presents a medical certificate stating the reasons justifying this larger number of rest periods."

Medical attention for maternity, occupational or non-occupational disease and job accidents is provided by the Institute of Social Insurance (ISS) and the National Social Security Fund (CAJANAL) to women workers in private enterprise and the public sector, respectively, and to the wives of working men when they are pregnant.

(b) It is forbidden to employ women in night shift work at industrial enterprises, at paint and dye factories, in work underground and in unhealthy and dangerous work or work requiring great physical exertion (article 242 of the Substantive Labour Code).

Women working in economically unregulated sectors receive medical care at the health centres and the State-run hospitals; however, these facilities are usually unable to provide a sufficient level of services to satisfy the demand.

2. Great efforts have been made to increase the availability of health services to women in rural areas and the disadvantaged neighbourhoods of the cities, as witnessed by the rapid rise in obstetric care, family planning and medical consultations, and in dental and nursing care (table 24). During the period from 1978 to 1982, coverage was extended to an additional 5.5 million persons; of these, 1,623,159 were pregnant women.

   (a) The health centres provide care for persons who are not employed at enterprises and advise them on matters connected with pregnancy, childbirth and the post-natal period. In addition, the women are given instructions regarding nursing and weaning.

   (b) The Colombian Family Welfare Association (PROFAMILIA), founded in 1965, represents a "private effort at family planning in Colombia", including among its various objectives the following:

   - A change in attitude regarding family size;

   - An information function with regard to family planning, responsible paternity, the physiology of reproduction, and abortion prevention education;

   - The provision, on request, of family planning services and assistance, especially to persons from the most needy classes;

   - The support of public service institutions displaying initiative in the area of family planning;

   - The establishment of family planning associations in different regions of the country;

   - The preparation of family planning manuals and the distribution of relevant educational materials;

   - Assistance in the early diagnosis of gynaecological cancer and in the follow-up of these cases;

   - Abortion prevention activities;

   - The promotion, at the governmental level and at the level of official and semi-official institutions, of family planning activities as part of the health programmes of these organizations.

   The statistics on the areas enumerated above indicate a high level of service.

   (c) Health education with respect to proper nutrition, sanitation and hygiene is offered through the agencies of the Ministry of Health, the health offices of the country's various Departments, the Ministry of Education and through media campaigns. The responsible vehicle in rural areas is the National Food and Nutrition Plan (PAN), whose purpose is to improve conditions with respect to the diet and nutrition of the most vulnerable population groups in rural regions and the marginal areas of the cities, in particular the mother-child group. PAN's strategy has been reflected in five programmes: primary health care, environmental improvements, food production, food distribution and nutrition education.

The national health study included an inquiry into women's nutrition. It was found that 13.5 per cent of the women suffered from a structural dietary deficiency, 14 per cent displayed a tendency to excessive weight and 16 per cent could be classified as obese.

Great importance is attached to the educational aspect. Nutrition is one of the subjects for which there is the heaviest public demand for information from the health agents and the nursing aides.

(d) The problem of proper nutrition for pregnant and nursing women is attacked through the Mother-Child Plan of the Colombian Family Welfare Institute (ICBF), which provides care at local or regional centres, nutrition centres and other facilities in an effort to correct the deficiencies that have been identified in studies and surveys. These deficiencies have been found in the form of protein-calorie undernourishment, iron-deficiency anaemia, goitre, etc.

The Department of Nutrition, working through the Division of Nutritional Education, has been providing training in health, nutrition, diet and food hygiene both to officials of the various institutions and to educational workers (teachers, nursing aides, agricultural extension workers and "home improvers"), as well as to the beneficiaries of each of the programmes, approaching this task through the medium of informal interpersonal education, since this is regarded as the most suitable method for community education.

(e) The reduction of morbidity and mortality rates has been a principal goal of the country's most recent administrations, and budgetary resources in unprecedented amounts have been allocated for this purpose. The techniques of prevention include vaccination, broad-based publicity campaigns, school education, the information made available at health centres, and, finally, the hospital system, which has been expanded through the addition of new hospitals serving a wide coverage radius.

(f) For the early detection of cervico-uterine and mammary cancer there exist the services of the Cancerology Hospital, PROFAMILIA and the ongoing campaigns that are carried out for this purpose and have had a very positive effect.

(g) A number of studies have been made into the effects of illegal abortions, and a series of bills have been introduced to legalize abortion, since at the present time this operation is regarded as a crime in Colombia, where it is accordingly punishable under the law. The conclusion that has been drawn from these studies is that, of the five principal causes of maternal mortality, abortion is the most conspicuous because it is on the rise. It is argued that our society is no longer hiding the fact of abortion to the same degree as in former times, and that this accounts for its increased incidence. But it is also known that, precisely because they are not legal, abortions are carried out by professionally unqualified persons using harmful methods under far from aseptic conditions.

3. Various studies and numerous surveys have been conducted on the problems caused by malnutrition. In addition, there are policies designed to prevent it:

(a) It has already been noted that anaemia and other diseases due to nutritional deficiencies have been detected, and the actions being taken to combat these disorders have been listed.

(b) Pregnant women undergo a monthly weight check and are given food supplements for the purpose of increasing their weight when it is low. These services are provided through the health centres, the Colombian Family Welfare Institute, the Social Insurance Institute and the National Social Security Fund.

(c) The distribution of tasks within the family varies when the wife is employed outside the home. In general, however, these tasks are shared or entrusted to a domestic servant. In rural areas, traditions have remained unchanged and the woman attends to the children and husband, cooks the food, washes the clothes, fetches water, feeds the animals, cuts the wood for the fireplace, sows the family garden and helps in bringing in the harvests.

(d) It is the woman who distributes the food within the family and who voluntarily goes without when there is not enough. Her diet is nutritionally deficient for lack of protein and vitamins. Even when the family has poultry, eggs and pigs, it usually prefers to sell them in order to satisfy other needs, and when it does consume them itself, it is in insufficient quantity. Generally speaking, milk is available only to higher-income families, while the vegetables that are customarily abundant in the family garden are not popular because people are not in the habit of eating them. Nevertheless, the rural family eats better than its low-income urban counterpart.

4. At the present time, a number of nutrition education programmes have been started and are being pursued.

5. There have been no differences in the nutritional health of boys and girls. At present, there is a large children's population, of both sexes, that is receiving the benefits of the Colombian Family Welfare Institute and is improving its nutrition to a noticeable degree in both the cities and the countryside. But there is still a sizeable percentage of undernourished persons.

6. Much progress has been achieved in expanding the health services. To give one example, during the period between 1978 and 1981 the number of rural beneficiaries of Food and Nutrition Plan (PAN) sub-programmes totalled 3,685,110 persons, 80 per cent of whom fell under the health sub-programme. In addition, the construction of water-supply systems and sewer systems in the cities benefited 13.6 million persons in 1982, representing an increase from 73.5 to 78 per cent in national urban coverage. The sewer system beneficiaries, again in the cities, numbered 12.6 million inhabitants, or 72 per cent as opposed to 61.4 per cent in 1978.

7. The needs of specific women's groups have been identified through surveys, studies and statistics, and have been met in different ways. For example:

(a) Adolescents and young women. According to the statistics, 50 per cent of women aged 15 to 44 are in a permanent union. In rural areas, the woman enters such a union at a very early age, since this is her sole goal; in the towns, there are fewer women who seek early marriage, for the reason that they prefer to either study or work. Both groups are eligible for care if they apply to the health centres.

(b) Mothers who also act as heads of family normally work if they have small children to see to the needs of the household, and they receive a family allowance from the State for these children until their fourteenth year. This allowance is paid to the husband if both spouses work and if it is he who is responsible for the welfare of the family. If the woman seeks assistance from the Colombian Family Welfare Institute in the case of abandonment or separation, the husband is required to pay her support for herself and her children. The amount to be paid must be withheld from his wages at his place of work.

(c) Single mothers may seek the recognition of their child by the father by adducing proof identifying him as such, and may claim support from him. Society continues to regard such women with some reservation, but to a lesser degree than formerly.

(d) Disabled women may apply to special centres for rehabilitation and assistance. Recently, a major campaign on behalf of the disabled was launched, resulting in sizeable contributions from the community.

(e) There are a number of old persons' homes for elderly women. However, it is well to recognize that these women represent the most vulnerable segment of society, unless they are recipients of a retirement pension, in which case they can meet their subsistence needs and are eligible for medical and hospital care.

(f) Migrant women, those leaving the countryside for the towns, are assisted by agricultural associations, such as the Colombian Agriculturalists' Society (SAC). There are also the so-called "halfway houses" operated by women volunteers.

8. The changes that have taken place in the number and percentage of women who hold decision-making posts and are in a position to formulate health policy, while few in number, are indeed of importance. For example: There is a woman in the position of Assistant Minister of Health, two women governors of Departments, a number of women mayors and a woman as the manager of the National Social Security Fund (CAJANAL). Until a few days ago, a woman was the director of the Colombian Family Welfare Insitute, a post she had held for two years.

(a) The massive participation of women in the election of the President of the Republic resulted in their appointment - to be sure, fully merited on the basis of their demonstrated abilities - to a number of senior Government positions.

(b) It may be, as can be seen in table 22, that women are most highly represented in the health sector work-force, as nurses and "health promoters". This level of representation declines as one moves upward in the hierarchy, as evidenced by the scarcity of women doctors, for the reason that women encounter difficulties in pursuing this career, or of women dentists, because of the powerful competition from men, who have easier entrée to this field.

9. (a) In health sector occupations, women are least represented at the doctors' level and in the various fields of medical specialization. The reason for this has already been discussed in other sections of this report and lies in the difficulties women encounter with respect to admission to

university medical schools. Female participation is also low in sanitation engineering, because, with few exceptions, women shun all branches of engineering. No measures are being taken to increase their numbers in these professions.

(b) Neither is anything being done to increase the number of women in health sector occupations where until now they have been poorly represented, the reasons being the same as those previously cited, namely, the fact that there are few women university graduates in these fields and that women are repeatedly confronted with the same barrier: first, objections are raised to their pursuing the necessary studies, and then if they do succeed in completing them, fresh obstacles are placed in their way with respect to employment. This is why there are women doctors who have had to make their way in their own practices, since the public service does not seek them out.

10. At both the governmental and the industrial levels, women are performing important work in the area of community health. There are 5,000 women health agents in the rural and marginal areas, 22,000 nursing aides and 4,500 nurses. This has been in response to a certain degree of pressure by feminist groups, but principally to the clear understanding on the part of the Government and the institutions to the effect that one-half of our country's labour force can simply not be disregarded if as a nation we wish to make progress.

11. Apart from the obstacles confronting women who wish to pursue a career in medicine - and which mean that they have little chance of succeeding in the arena of professional competition - it is fair to say that there are no particular impediments to the participation of women in the health sector and in development in general.

12. The health programmes identified, since the decade, as priority undertakings by the Government are summarized in the National Development Plan, from which the following paragraphs are reproduced:

"Mother and child - first priority. The intention is to reduce mortality in infants below one year of age to a level of 40 per thousand, halving the mortality rate for contagious parasitic and intestinal diseases and for immune-system, respiratory and perinatal diseases. For the one-to-four-year age group, mortality is to drop to levels of five to seven per thousand. As far as mothers are concerned, the aim is to lower the specific morbidity-mortality rate and to reduce by 10 per cent mortality due to complications connected with pregnancy, childbirth and the post-partum period and also to stillbirths and cervical cancer. To this end, there is to be an increase in coverage providing institutional care for childbirth (70 and 80 per cent), pre-natal check-ups (70 per cent) and family planning at official centres (20 and 25 per cent).

"Nutrition education programmes for mothers will be organized as social prevention activities.

"School care. It is proposed to reduce the morbidity-mortality rate for accidents by between 15 and 20 per cent, and for acute respiratory diseases, sense organ disorders and oral affections so as to achieve specific mortality levels of between 0.5 and one per thousand. Coverage for medical care (40 per cent) and preventive dental treatment (50 per cent) is to be increased.

"Group of 45 years of age and above. The proposed goal is to reduce to eight per cent specific mortality for the 45-to-59 age group and to 50 per cent for the above-60 age group. Special attention will be given to the elderly members of society. Educational and recreational activities will be undertaken to integrate the aged within the family and the community.

"General programmes. Programmes will be initiated in the following areas: for the control of venereal disease, tuberculosis, cancer and leprosy; for disaster relief; for emergency treatment; for rehabilitation, mental health, drug addiction, alcoholism and tobacco addiction; for occupational health and detoxification centres; for simplified outpatient surgery and the monitoring and control of arterial hypertension. There will be a strengthening of the programmes for the control of tropical diseases (monitoring of malaria, dengue and yellow fever, irradication of yaws and control of leishmaniasis)".

13. Intersectoral (education-health) co-ordination does exist for the implementation of joint programmes under the National Development Plan, but not for issues of specific concern to women. However, such co-ordination could be established if campaigns were to be conducted through the communications media for the purpose of highlighting the special conditions facing women in the management of community problems, care for the sick, encouragement of health-promoting measures, preparation of food, home improvements, gynaecology, child-raising, nursing, etc., as, for example, is the case in the Communist countries, where the provision of medical care is almost exclusively in the hands of women.

Table 19
Vaccinations. Dosages administered according to biological type, official and mixed subsectors, 1975-1982

Biological type	1975	1976	1977	1978	1979
Total dosages administered (all age groups)					
DPT	1 407 105	912 778	1 084 366	1 625 436	2 554 837
Anti-measles	301 874	470 554	459 050	632 754	880 943
Anti-polio	1 696 157	1 290 276	1 345 301	1 637 209	2 719 647
BCG	940 820	541 336	689 795	753 757	1 371 272
Yellow fever	353 421	285 464	235 691	295 449	608 259
TD	195 320	84 753	129 939	245 406	417 194

Biological type	1981	1982
Total dosages administered (all age groups)		
DPT	2 560 501	2 314 320
Anti-measles	1 102 859	807 311
Anti-polio	3 383 338	2 508 914
BCG	1 387 410	1 287 125
Yellow fever	423 016	390 093
TD	700 302	732 025

Table 20
Dental treatment in the official and mixed subsectors, 1978-1982

Activity	1978	1979	1980	1981	1982
Total sessions	1 745 536	1 888 405	2 192 388	2 186 473	2 217 101
First-time sessions	751 665	817 354	979 011	965 219	983 789
Concentration	2.3	2.3	1.3	1.4	1.4

Diagram 1
Number of persons associated with the official health subsector, 1978

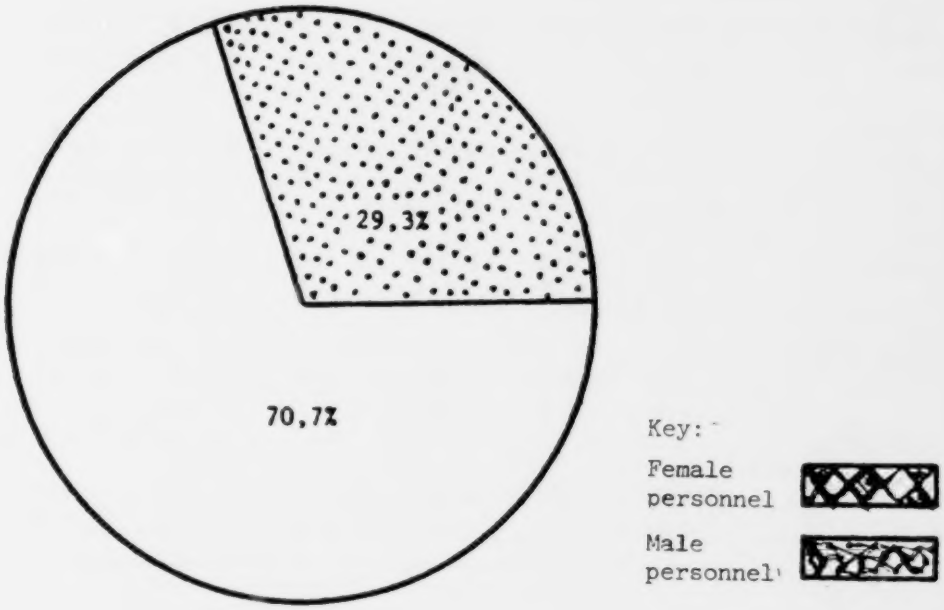

Table 21
Total number of persons associated with the official health subsector, by academic level and sex, 1978

Academic level	Female personnel	Percentage	Male personnel	Percentage	General total
Professional	1 550	16.3	7 979	83.7	9 529
Graduate	2 394	95.2	121	4.8	2 515
Technical	1 598	39.9	2 406	60.1	4 004
Auxiliary	15 583	94.0	995	6.0	16 578
Trained	26 904	76.3	8 373	23.7	35 277
Total	48 029	70.7	19 874	29.3	67 903

Table 22
Human resources in the official and mixed subsectors, decentralized and private (availability per 10,000 inhabitants), 1975-1982.

Activity	1975	1976	1977	1978	1979	1980	1981	1982
Doctors:								
Number	11 491	12 072	12 720	12 915	13 446	14 005	14 546	15 261
Rate	4.9	5.0	5.2	5.2	5.3	5.4	5.5	5.6
Dentists:								
Number	4 123	4 285	4 407	4 732	4 820	4 928	5 289	5 648
Rate	1.8	1.8	1.8	1.9	1.9	1.9	2.0	2.1
Nurses:								
Number	2 759	3 062	3 326	3 487	3 552	3 890	4 231	4 315
Rate	1.2	1.3	1.4	1.4	1.4	1.5	1.6	1.6
Nursing Aides:								
Number	13 539	14 811	16 645	17 933	19 281	20 749	21 422	22 100
Rate	5.8	6.2	6.8	7.2	7.6	8.0	8.1	8.2
Health promotors:								
Number	3 293	3 357	3 421	3 736	3 806	4 149	4 623	4 734
Rate	1.4	1.4	1.4	1.5	1.5	1.6	1.7	1.7

Table 23
Livebirths and stillbirths at hospital institutions, official direct sector, 1974-1978

Years	Stillbirths	Livebirths	Total live and stillbirths	Percentage of stillbirths	Ratio livebirths/ stillbirths
1974	32 703	256 003	288 706	11.3	8.1
1975	25 440	203 160	228 600	11.1	8.1
1976	35 497	280 371	315 868	11.2	8.1
1977	36 368	304 248	340 616	10.6	8.1
1978	37 551	296 900	334 451	11.2	8.1

Table 24
Health situation of women of fertile age,
outpatient care, official subsector, 1970-1978

Groups	Anticipated population in the subsector	Medical care	Dental care	Nursing care
		1970		
Obstetrical	635 638	663 368	43 004	44 230
Family planning users	1 183 514	130 800	...	49 565
Total		794 068	43 004	93 795
		1978		
Obstetrical	664 586	953 689	44 825	306 144
Family planning users	1 738 592	229 525	...	165 852
Total		1 183 214	44 825	471 996

FOOD

Because of the large size of the country and its agricultural traditions, it is legitimate to assume that Colombia will remain free of the spectre of hunger and that the daily increasing yields from its fields will lead to steady improvements in the diet of our people.

The Colombian diet has traditionally tended to be rich in carbohydrates but poor in proteins and vitamins. This explains the high incidence of malnutrition observed among our people and especially among the children, many of whom die for this reason.

The diagnostic study that in 1975 served as the basis for the formulation of a strategy designed to co-ordinate activities in various health sectors led to the realization that between 30 and 35 per cent of the population were consuming an amount of food less than that necessary to satisfy the full range of nutritional requirements, a circumstance whose effects were particularly severe among the more disadvantaged groups of the society.

This realization was at the origin of the Food and Nutrition Plan (PAN), which is regarded as the most significant national effort ever undertaken in the area of health and which draws on the collaboration of more than 18 agencies of the State and a similar number in the private sector. Under a decision of the Government, PAN and the Integrated Rural Development Programme (DRI) are operating together in pursuit of their similar objectives. Thus, PAN-DRI has contributed 95 per cent of the funds for building more public water systems in rural areas and also for basic sanitation measures, as well as for the other sub-programmes, which may be summarized as follows: production of selected high-nutrition foods, activation of the fisheries sector, promotion of the processed foods industry, regulation of food advertising, food marketing, the design and implementation of nutrition education programmes, food analysis and inspection, credit arrangements, school gardens and cereal-raising plots, the subsidized distribution of food to pregnant and nursing mothers and, in general, to disadvantaged children, technological advances in small-scale production, and training for rural communities.

A great impulse was given to sanitation measures in connection with the inspection of food quality with the signing, in 1977, of an agreement with the Pan-American Health Organization under which Colombia became the headquarters for the training of personnel from the Americas. This training has emphasized milk and meat hygiene, the protection of fish products and the inspection of foods for the presence of pesticides.

Within the Integrated Rural Development Programme (DRI), women have had a variety of training options. For example: training programmes dealing with family gardens for 35,000 families; training of extension workers ("multipliers"), environmental improvements and the promotion of health for 1,200 women; secondary education diplomas in agriculture for 1,200 rural women; and activities in the area of the co-operative movement, stock-raising and rural administration for community members with no distinction as to sex.

It must be recognized that one of the most significant facts within the process of social and economic change taking place in the Colombian countryside is the massive involvement of rural women in productive labour. This phenomenon has acquired nearly the same dimensions as in the urban labour market.

If one considers that, as an estimate, the rural economy contributes about 60 per cent of the country's total food supply and some 40 per cent to the overall volume of agricultural raw materials, it must also be taken into account that at

least one-half of this production is the result of the labour of women in the fields. This underscores the decisive role of women in that economic sector - and indeed in the total national economy - particularly with respect to the production of traditional foods. However, these facts and the contribution of women have not been recognized, as one can read in the original language of the report submitted by experts of the Social Development Unit of the Ministry of Agriculture to the National Council for Economic and Social Policy (CONPES): "Nevertheless, when examining the application of agricultural policy instruments, the most recent studies make it clear that neither the credit sector, nor the technical assistance authorities, nor the training institutions, among others, recognize women as a productive force. In general, it is fair to say that the State's sole perception of the peasant woman is as the recipient of social programmes, with these essentially understood as directed at household-related activities.

"What is required, on the part of the State, is the explicit recognition of the new role being played by the women of the countryside in the rural economy. This recognition must be translated into an adjustment of the instruments of agricultural policy so as to make the work of peasant women more effective, and in a rethinking of social programmes in accordance with the real conditions currently confronting the rural family."

At a time when an increase in food production capacity has been proclaimed as a general national objective, an indispensable condition for the achievement of this goal is the improvement of the productive capacity of women and, accordingly, the provision of land, loans, technical assistance and training.

A policy defined in these terms would have the effect of expanding the production potential, since women have deep roots in their land and it is generally the men who emigrate. When women follow the men's example, the reason almost always lies in their lack of means to permit them to continue living with their family.

The fact is that the country is falling behind in food production, as confirmed by the fact that whereas 11.3 million tons of food were produced in 1976, this amount had decreased in 1980 by 700,000 tons, which were made up through imports. This has been one of the factors leading to the increased cost of the family shopping basket, which, together with many other factors, represents a major cause of concern for the wage-earning classes. In a study published by the National Association of Financial Institutions (ANIF) one can read that: "... a worker must work a half-day to be able to buy a pound of meat, an hour and a quarter to buy a bottle of milk, and 30 minutes to buy a pound of potatoes. By way of conclusion, it is worth while noting that this family shopping bag does not measure the kind of consumption that would be desirable, but rather the actual consumption, i.e., not the range of goods and services that a worker or employee should be able to afford in order to be able to regard his family's requirements as satisfied, at a minimum subsistence level, but what he can actually acquire from the market and consume at the present time."

It is curious to observe that in recent years the productivity of the traditional sector has outstripped that of the business sector, perhaps because in the latter there has been a greater investment in imported inputs. The fact is that the traditional sector has increased production through its own efforts, thus raising the issue of the need to strengthen it as the basic driving force behind the country's socio-agricultural strategy with a view to ensuring a larger food supply.

Only a few days ago (June 1984), the Colombian Government introduced the principle of equal minimum wages in rural and urban areas, thereby creating a major incentive for slowing down the migration of rural inhabitants to the towns in search of greater income and redressing the injustice of a situation in which the rural worker earns less than his urban counterpart at a time when 85 per cent of the foreign exchange generated through his efforts have been used by the industrial sector for its imports, and when the products wrested by his hands from the soil are consumed by the urban masses at prices which, although they may be high, are not returned to the farmer because they remain in the pockets of the middlemen.

It is up to women to open their eyes and make sure that rural women also receive the wages that are due to them under the law.

FOOD

EXAMINATION AND EVALUATION

Replies to the questionnaire

1. A food education plan, known as the Food and Nutrition Plan (PAN), has been designed to deal with such aspects as the production, processing, marketing and consumption of food. The elements and programmes of this Plan have already been discussed in detail in the chapter on health and nutrition.

2. The mass communications media are used every once in a while to generate an awareness about food. This is done on an ongoing basis by the Popular Cultural Action, a non-governmental organization, which broadcasts to all the peasants of the country over its own transmitter.

3. The focal points for the continuing technical assistance in food production and processing for local and regional consumption that is being provided by governmental and non-governmental institutions are the Ministry of Agriculture; the Colombian Agricultural Institute (ICA); the Colombian Institute of Agrarian Reform (INCORA); the Agrarian, Industrial and Mining Credit Fund (CREDITARIO; the National Federation of Coffee-Growers (FEDECAFE); the Society of Colombian Agriculturalists (SAC); the Integrated Rural Development Programme (DRI) and a number of other bodies in the agricultural sector. These organizations have formulated food education plans for the purpose of guiding the peasant in the working of the land and in the production, consumption and marketing of foods, a sector in which women play an important role. Similarly, these organizations establish lines of credit, promote the establishment of groups operating along associational lines in the processing and preservation of foods, encourage the co-operative organizations engaged in agricultural and agro-industrial production and, on occasion, make use of the mass media.

4. The lines of credit to which women have access in order to permit them to participate in the process of agricultural and agro-industrial production are administered by the Agricultural Financing Foundation (FFAP), CREDITARIO, INCORA, DRI, FEDECAFE and a number of banks.

5. Major promotional efforts have been launched among women to encourage the formation of production and marketing co-operatives in rural zones. These efforts have been promoted by the institutions named in the preceding paragraph, plus the National Administrative Department of Co-operatives (DANCOOP), the National Apprenticeship Service (SENA) and the Integration of Services and Community Participation Programme (IPC).

6. The Colombian Agricultural Institute (ICA) is the organization responsible for research into, and transfer of, technologies with a view to the improvement of agricultural production. Its efforts are focused in particular on the crops of greatest importance to the country: rice, cotton, cacao, barley, maize, potatoes, sorghum and tobacco. New varieties and hybrids of these crops have been developed which are better adapted to the sowing zones and have contributed to an increase in agricultural yields.

7. In general terms, Colombian industry is progressing very satisfactorily in the area of technology. As a consequence, the women engaged in food processing are producing good products and, in terms of the time spent on the job, are working in an efficient manner.

HOUSING

The national Government has made housing one of its banner programmes. Its objectives are: to make available a house of their own to a large number of Colombians who do not have one; to generate mass employment opportunities through the use of unskilled labour; to reactivate the economy; to create an abundant demand for domestically produced building materials; to encourage, through a variety of incentives, savings for use in carrying out the plan; and to satisfy a need that is basic to family and community life.

The housing shortfall in the principal cities has been estimated at 615,000 units, which could rise to 726,000 units by 1985. All social classes, with the exception of the highest-income strata, have been affected by the rising costs of housing. For example, only 80 per cent of the medium-to-high-income sector has been able to satisfy its demand for housing, 60 per cent of the medium-income sector, and only 40 per cent of the medium-to-low-income sector. In all, barely 15 per cent of the housing made available has been earmarked for the lowest-income segment of the population. Accordingly, it is this class that the programme seeks to benefit on a preferential basis through credit arrangements tailored to its ability to pay.

To these ends, resources from the national budget and the private sector will be made available, especially through the attraction of savings. The plan will be managed by the Institute of Territorial Credit, which has been responsible for the low-income housing programme, the Central Mortgage Bank, with arrangements for the middle class, and the National Savings Foundation, which is to see to the housing requirements of public employees.

A number of plans have been developed on the basis of individual dwellings and, most recently, a policy of multifamily buildings has been introduced with a view to lowering infrastructure costs and rationalizing services, while at the same time preventing the phenomenon of uncontrolled urban sprawl.

The other aspect to be addressed is the problem of the quality of housing, which arises in a particularly critical way in rural areas, where the houses, often constructed of inferior materials, may frequently lack basic conveniences.

For the period 1983-1986, the Government is planning the construction of 400,000 dwelling units, a figure that covers the new requirements in this field, while for the rural areas there are plans to build, repair and improve an additional 42,000 units. Between 1978 and 1982, 110,426 dwelling units were built under the State programme, and improvements and safety measures were carried out at an additional 60,598 homes. In turn, the National Savings Foundation granted 21,000 loans to employees for the same purposes.

The ways in which women can benefit from all these activities are obvious, since it is the family, of which the woman is the mainstay, that profits from the conveniences and comforts represented by a house of its own.

However, the ownership titles to houses have traditionally been registered under the name of the head of the household, on the understanding that this is the husband. The latter, in the event of separation, could leave his wife and his children on the street, or else could sell the house for his own profit or put it to uses other than the sheltering and protection of his family.

All of these anomalies have given rise to innumerable problems and have led to a situation of injustice, since a woman head of household had no claim to housing. These deficiencies have been corrected by amending the rules that formerly governed this area, with the result that, as of today, widows, separated and abandoned women, and single mothers are entitled to apply for housing in accordance with their income.

Women have not been involved in the design of the housing they wish to own. They have not been directly consulted regarding their needs, even though it is they who run the household, attend to domestic tasks and spend the largest number of hours in the house. When women are given housing, they generally modify it; they know, intuitively, where every facility is best placed. A number of women congressional members have raised these points in debate and have called for a woman to be named to the directorship of the Institute of Territorial Credit. This long-standing wish has now been fulfilled with the appointment of a woman who has held that position since August 1982 and whose designation in this post has sparked off expectations within the lower-income classes and, indeed, among all women who aspire to a home of their own and to greater involvement in the programmes initiated by the Institute.

HOUSING

EXAMINATION AND EVALUATION

Replies to the questionnaire

1. The national housing plans take into account the overall macro-economic aspects, i.e., they provide policy guidelines for the activities of the various agencies operating in this sector. In this case, consideration is given not to the specific requirements of women, but to the needs of the inhabitants of the country as a whole.

   At the provincial and/or municipal level, housing plans are governed by municipal standards and the specific requirements of the financing agencies.

   At present, an opportunity for the consideration of women's requirements is provided through the Associative Popular Housing Programmes, since through surveys and contacts with the senior officials (also women) of the organizations women are able to draw attention to their views, achieve some degree of participation in the architectural design of what is being built and provide information on their ability to pay.

2. Professional women are already involved in the actual planning, where they participate in the overall process and share in the decision-making. Regarding the question of women's access to the actual possibilities of supply, this depends on the type of housing being offered (State-provided, private or squatter housing). In the case of housing made available by State or private agencies, women have such access, particularly with respect to water supply and sewer systems, but not regarding community facilities. In the case of "pirate" or squatter settlements, participation is minimal, since, given the prevailing conditions, families in general must accept the fact that it is the State that regulates the neighbourhoods and provides them with their infrastructure.

   With respect to community facilities for low-cost urban residential areas and, in particular, the question of family amenities, a document is being prepared by the National Council for Economic and Social Policy (CONPES) that will reflect the requirements of women in the light of such things as their double working day, the distances to be travelled between their home and work-place and their role in caring for their children. Consideration has been given to the urgent need to accord priority, under the low-cost housing programmes, to abandoned women with children by granting them loans and devising plans for the large-scale building of housing with adjacent amenity areas, common washing facilities and community rooms.

3. There is a significant involvement of women in decision-making with respect to planning and implementation. In addition, an awareness exists of the need to involve women in the economic thinking in this leading sector of the economy in order that they may contribute to the community amenities that improve the quality of urban life and, accordingly, of family life as well.

Table 25

Plots of land awarded by the Colombian Institute of Agrarian Reform (INCORA) and the National Savings Foundation (FNA) to peasant women, 1976-1983

Departments and regions	Number of beneficiaries	Hectares awarded
Antioquia	60	898
Arauca	-	-
Atlántico	87	693
Bolívar	130	1 141
Caquetá	-	-
Cauca and Valle del Cauca	139	1 852
Cesar	24	998
Córdoba	454	1 429
Cundinamarca No. 1 and Boyacá	300	6 066
Cundinamarca No. 2	329	2 286
Huila	77	1 588
Magdalena	126	1 619
Meta	165	3 964
Nariño and Putamayo	119	699
Norte de Santander	183	1 822
Rísaralda	47	414
Santander	45	760
Sucre	97	633
Tolima	58	1 103
Pacific Coast	-	-
Total	2 440	27 965 hectares

Lands used by the recipients for housing and agricultural work.

Table 26

Housing units occupied, households and occupancy averages, according to zone,* 1981

Regions	Total housing units occupied	Total households	Total persons	Men	Women	Average (a)	(b)	(c)
National total	4 276 994	4 772 231	25 875 343	12 612 617	13 262 726	6.0	5.4	1.1
Urban total	2 764 284	3 206 804	16 862 335	8 003 833	8 858 502	6.1	5.3	1.2
Rural total	1 512 710	1 565 427	9 013 008	4 608 784	4 404 224	6.0	5.8	1.0

* Does not include national territories (administered by superintendents and commissioners).

( ) Persons per housing unit; (b) Persons per household; (c) Households per housing unit.

Table 27

Occupied housing units according to the number of persons occupying them, according to zone,* 1981

Zone	Total housing units occupied	Housing units according to the number of persons living in them: 1	2	3	4
National total	4 276 994	130 240	272 276	434 335	579 493
Urban total	2 764 284	73 367	165 143	281 244	390 018
Rural total	1 512 710	56 873	107 133	153 091	189 475

Zone	Housing units according to the number of persons living in them: 5	6	7-9	10-12	13-15	16 and above
National total	626 019	562 132	1 099 043	384 985	127 493	60 973
Urban total	429 781	353 609	672 851	248 944	91 998	57 325
Rural total	196 238	208 523	426 192	136 041	35 495	3 643

Table 28

Occupied housing units acccording to the number of households in the unit, according to zone,* 1981

Zone	Total housing units occupied	Housing units according to the number of households in the unit						
		1	2	3	4	5	6	7 and more
		households						
National total	4 276 994	3 847 618	288 364	84 414	35 656	12 533	645	7 760

* Does not include national territories (administered by superintendents and commissioners).

HOUSING

Strategies

In the National Development Plan, the Government proposes the following principles as the bases for its housing policy:

"The housing policy must be essentially based on the reduction of costs and the expansion of supply in order to enable population groups with no access to the market to satisfy their housing requirements whether through an increase in their purchasing power or through financial arrangements for the construction, acquisition or improvement of housing.

"To this end, the following have been selected as the essential elements of the housing policy: reliable financing arrangements and the redirection of credit, inter-agency co-ordination, an increase in the availability of low-cost housing, schemes to enable persons to build their own homes, optimal utilization of the land, town planning, greater efficiency in the provision of basic services, support for the production of inputs and for efficiency in their marketing, and support for technological change and research.

"The Government will assign special priority to its backing of urban renewal projects and also to programmes for the production of prefabricated housing, the repair or extension of already existing housing, the production of building materials and technological research, whenever these programmes are likely to benefit the middle- and lower-income groups and make possible the reduction of costs and the introduction of industrial processes for large-scale construction."

Suggestions of the delegate

- To request the Government that at least one-third of the members of the board of directors of the Institute of Territorial Credit (ICT) and the Central Mortgage Bank (BCH) should be women (architects, engineers and economists) for the reason that it is necessary to solicit the views of housewives regarding housing requirements so as to permit the more efficient performance of household tasks;

- To propose laws requiring that private or State-owned construction enterprises, when erecting buildings on a given site, provide for the inclusion of extensive green areas for the use of children and for the oxygenation of the neighbourhood;

- To stimulate the policy of restoration, renovation and preservation of the historical zones of the cities in order to maintain their urban and historico-cultural identity;

- To request that actions be stepped up to limit the practice of multiple occupancy of dwelling units, which, because of the resultant overcrowding, leads to all kinds of diseases and vice;

- To insist that emphasis be placed on the programmes for the decentralization of industry, banking, education and health so as to benefit the medium-sized cities and curb migration.

POLITICS

In Colombia, men and women who have reached their majority have the same civil rights. This is enshrined in the Constitution, which states: "Women shall have the same political rights as men". As in all countries, the recognition of citizenship for women came later and, in the case of our country, with some delay (1957).

The exercise of citizenship is an indispensable condition for participation in elections as either a candidate or voter. In addition, the citizenship card is required to confirm the fact of citizenship and identify the voter.

Citizens of both sexes take part in elections in similar proportions. During the Republic's last presidential elections, 3,128,215 women cast ballots as opposed to 3,655,407 men, which is an indication that the participation of women in elections is indeed very high.

However, while women have nearly drawn even with men as voters, as officeholders they represent barely 4.2 per cent in the National Congress and 7.5 per cent in the other elected public bodies.

There are a number of causes contributing to this low level of representation: women's right to vote and be elected is relatively recent; their involvement in the political decision-making level in the parties is even more recent; and their interest in active political life is just beginning. However, the rise in the curve of their participation has been so steep and their turnout as voters so large that better times are certain to come. To be sure, there is still a whole array of obstacles to be overcome, for women continue to be confined within the "feminist wings" of the parties, with whose conventions they must comply and whose list of candidates they must support, and they have not yet won over the solidarity of other women so as to present a common front. But a few women have already risen to leadership positions within their political groups, and others, fewer in number, have succeeded in making a name for themselves in their provinces and in gaining election on their party lists through personal efforts and by campaigning at the community level.

As already noted, a larger proportion of women (7.6 per cent) have been elected in the municipalities as council members. Women's greatest difficulty lies in gaining access to the Congress of the Republic, which requires that they win a larger number of votes and enter into open competition with male contenders, who are numerous and more experienced. Generally speaking, when women do succeed in reaching the Congress, it is almost always as alternates, with the exception of a very few who have been able to gain election as regular members, namely, two in the Senate and eight in the Chamber, i.e., two and four per cent, respectively, of the membership of both houses.

These figures are a frequent subject of public discussion and actions have been organized to protest this low level of representation. There has even been experimentation with putting up lists of women candidates, but this has not been successful for the reason that the female electorate resists motivation through arguments based on reasons of sex and there are still many women who follow their husband's voting preferences.

Women in general have demonstrated a great sense of civil awareness, since they do not appear to be mobilized by any issue other than that of using their votes to further the success of those programmes which are directed at the

strengthening of peace, democracy and social change. The political groups that women support with greatest enthusiasm are those which advocate a new order with greater social justice and a more equitable income distribution. Among the middle- and lower-income classes, the issues of prices, housing, wages and services attract women voters more than party allegiance as such, formerly the sole reason for going to the polls. Still, there are remnants of sectarianism that induce women to vote with and for their own groups, for the pleasure of feeling more liberal or more conservative.

There is no evidence of any sense of solidarity with other women nor of any interest in promoting feminist movements. Female voters become enthusiastic when there is talk of defending the rights of women, but this is the same kind of language that men use in election campaigns with equal facility.

Only among those classes which have had access to culture, especially at the university level, is there a greater political consciousness of the kind that demands programmes, analyses them, questions them, and supports or rejects them. Proof of this can be seen in the fact that in the cities with the largest number of cultural facilities and information media there is a higher proportion of women voters.

Analyses of election results make it clear that in the middle class more women vote than men, that voting levels for women are also high in the working class, and that peasant women stay away from the polls in largest number, undoubtedly because these women have received only rudimentary education, have access to very little information and face difficult problems of travel and transport.

There are not many women who decide to commit themselves totally to the political fray, permanently campaigning in neighbourhoods and local precincts, seeking out the voters where they are to be found, and promoting their programmes through work on boards, committees, associations, etc., and thus developing an electoral base. This is undoubtedly a difficult and, occasionally, ungrateful task, but a necessary one, and those who have taken up the challenge without reservation have been rewarded by the people with election to public office. Other women have also been successful in this endeavour without the need for so much effort because of the social or professional publicity surrounding their names in their home provinces or because of the patronage of the political leadership. But the only women officeholders who ultimately succeed in strengthening their positions and winning re-election are those who rely on their own efforts and their own carisma.

The actual figures regarding the representation of women in elected public bodies emerge clearly from table 30, the data of which refer to the presidential and congressional elections of 1982.

Feminist objectives have become passé in our society. Women believe that they are treated equally with men before the law and that, if genuine equality is not as clearly expressed as legal equality, this is probably a matter of time and custom. Women are demanding, and indeed with insistence, equality of opportunities, which also does not exist, and access to all areas of training and work. On the other hand, there is another feminist viewpoint that rejects what it regards as inconsequential concessions and is seeking, beyond the struggle of the sexes, a new structure grounded in women themselves, their specific qualities and their inherent values. Similarly, there are movements that call into question the place of women in society, and even some that proclaim that the entire past was better and that women belong only in their homes. The fact is that all these concepts have been manipulated by exponents of the various political tendencies in an effort to

persuade women to seek the realization of their demands in the class struggle, by maintaining that these demands can only be met following the dismantling of the capitalist system. Further, there are those who argue that it is incorrect to give thought to the feminist agenda in Latin America as long as the severe social problems besetting that continent continue to exist. Finally, there is a group that regards the entire issue of feminist activism as a "distraction" contrived by the capitalists to divert attention from the genuine objectives that the women of poor countries should be pursuing, namely, bread on the table, a roof over their heads, health and the education of their children.

It is only natural that, given an electoral potential as great as that represented by women, many politicians should be interested in scoring points for their own good, forgetting perhaps that women are quite capable now of judging their platforms and that, while they may no longer to the same degree be attracted as voters on the issue of their rights - because they now have them - they are indeed concerned about the existence of attitudes that limit their opportunities for employment and income. As a consequence, the involvement of women in development is a paramount objective of their struggle today and a formal commitment on the part of the Government.

POLITICS

EXAMINATION AND EVALUATON

Replies to the questionnaire

1. (a) Universal suffrage has existed in Colombia since 1 December 1957.

   (b) The voting age is 18 years for both men and women.

   (c) Additional requirements are that the voter must possess a nationality card and must not have lost his or her civil rights due to a change of nationality or a court decision.

2. The political participation of women has evolved in a satisfactory manner in Colombia.

3. Although the number of aspirants varies, it may be estimated that there are 2,600 potential women candidates for the Senate, Chamber, Departmental Assemblies and councils.

   (a) The total number of candidates has been indicated above. If the question refers to the percentage of women elected in relation to the number of candidates or aspirants, the figure is 27 per cent at the national level.

   (b) The ratio at the Departmental level is based on the information of table 33, where it may be seen that the participation of women in the Departmental assemblies (7.6 per cent) and in the municipal councils (also 7.6 per cent) is very similar to their participation nationally (7.4 per cent).

4. (a) Table 33 also indicates the number of women elected at each level.

   (b) According to the same table, the percentages of women's representation in the various elected bodies are as follows:

1982	Senate	2.6%
	Chamber	3.5%
Departmental Assemblies		7.6%
Councils in superintendent-administered territories		3.8%
Municipal Councils		7.6%

5. (a) During the United Nations Decade for Women there were six women ministers, 12 women governors, four women territorial superintendents, six women directors of administrative departments, five women superintendents of State agencies, 14 women directors of decentralized institutes, two women managers of mixed-economy companies, two women public prosecutors, six women presidential advisors and a large number of women mayors.

   (b) At the present time (July 1984):

2 women ministers of State	15.0%
10 women assistant ministers	77.0%
2 women governors	8.6%
6 women managers of decentralized institutes	12.5%
1 woman superintendent	16.6%

6. (a) A statistical analysis of the results of the last elections (1982) shows a potential female electorate of 6,630 million women (entitled to vote).

(b) The total population of authorized voters was 13,730 million. The percentage of women was 48.3 per cent.

7. (a) During the same elections, the total number of women voters nationally was 3,130 million, representing 46.1 per cent of the national grand total of voters.

(b) At the Departmental level, taking as a basis the voter turnout in one of the "pilot" Departments, the ratio of women voters was 46.1 per cent.

(c) The figure at the municipal level was 40 per cent (excluding the capital of the Department).

8. There is one woman in the governing body of each of the political parties.

(a) They represent five per cent.

(b) The functions performed by women in these governing bodies are on a par with those of the men, for the reason that, since these are collegial (i.e., plural) bodies, the woman is one of the members of the governing body.

Diagram 2
Voting in elections to public bodies, by sex, 1972-1982

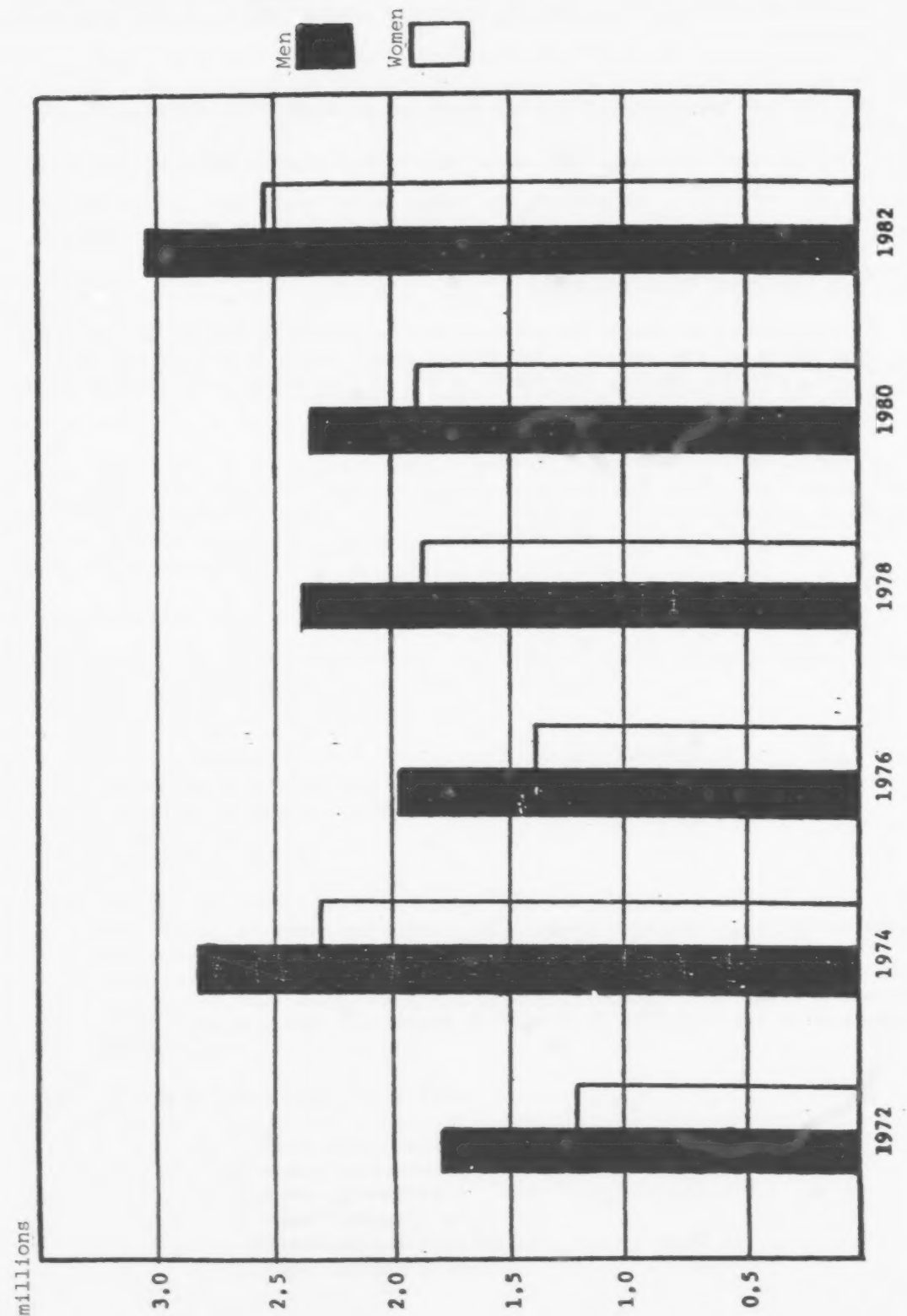

Table 29

Participation of women in the political parties, 1974-1982

Parties	1974	1976	1978	1980	1982
Totals	742	679*	656	701*	711
Liberal	407	361	339	391	391
Conservative	294	291	302	290	314
ANAPO (National Popular Alliance)	38	20	-	-	-
UNO (National Workers' Union)	3	6	9	2	0
FUP (United Popular Front)	-	-	1	1	-
Democratic Front	-	-	-	3	2
Others	-	1	5	14	4

* No women senators or representatives were elected.

Table 30

Voting in elections to public bodies, by sex

Participation	1974	1976*	1978	1980*	1982
Total	5 136 190	3 371 621	4 248 739	4 255 419	5 647 433
Men	2 825 776	1 971 307	2 388 014	2 360 630	3 067 607
Women	2 310 414	1 400 314	1 860 725	1 894 789	2 579 826
Voting by women	45.0	41.5	43.8	44.5	45.7

* Voting only for assemblies and councils (of superintendent and commissioner-administered territories and municipal councils).

Table 31
Number of women with membership of the public bodies, according to political parties, 1974-1982

Bodies	Political parties	1974	1976*	1978	1980	1982
Senate	Liberal	-	-	-	-	1
	Conservatives	1	-	1	-	2
	Total	1	-	1	-	3
Chamber	Liberals	9	-	6	-	5
	Conservatives	3	-	4	-	2
	Total	12	-	10	-	7
Departmental Assemblies	Liberals	31	14	18	16	17
	Conservatives	17	14	11	9	14
	Others	3	2	-	1	1
	Total	51	30	29	26	32
Councils (of superintendent- and commissioner-administered territories)	Liberals	2	2	3	2	2
	Conservatives	1	1	-	1	-
	Total	3	3	3	3	2
Municipal councils	Liberals	365	345	312	373	366
	Conservatives	272	276	286	280	296
	Others	38	25	15	19	5
	Total	675	646	613	672	667
TOTALS	Liberals	407	361	339	391	391
	Conservatives	294	291	302	290	314
	Others	41	27	15	20	6
	GRAND TOTAL	742	679	656	701	711

* No women senators or representatives were elected.

Table 32
Number of members elected to the public bodies, according to sex and percentage of participation of women, 1972-1982

	1972	1974	1976	1978	1980	1982
Men	8 811	8 457	8 306	8 739	8 474	8 874
Women	735	742	679	656	701	711
Totals	8 846	9 199	8 985	9 395	9 175	9 585
Participation of women	8.3	8.1	7.6	7.0	7.6	7.4

Table 33
Participation of women in the various public bodies, 1972-1982

Bodies	Members	1972*	1974	1976*	1978	1980	1982
Senate	Men	-	111	-	111	-	111
	Women	-	1	-	1	-	3
	Total	-	112	-	112	-	114
	Participation of women	-	0.9	-	0.9	-	2.6
Chamber	Men	-	187	-	189	-	192
	Women	-	12	-	10	-	7
	Total	-	199	-	199	-	199
	Participation of women	-	6.0	-	5.0	-	3.5
Departmental assemblies	Men	358	355	376	377	380	389
	Women	48	51	30	29	26	32
	Total	406	406	406	406	406	421
	Participation of women	11.8	12.6	7.4	7.1	6.4	7.6
Councils (of superintendent- and commissioner-administered territories)	Men	31	38	54	58	58	51
	Women	2	3	3	3	3	2
	Total	33	41	57	61	61	53
	Participation of women	6.1	7.3	5.3	4.9	4.9	3.8
Municipal councils	Men	7 722	7 766	7 876	8 004	8 036	8 131
	Women	685	675	646	613	672	667
	Total	8 407	8 441	8 522	8 617	8 708	8 798
	Participation of women	8.2	8.0	7.6	7.1	7.7	7.6
TOTALS	Men	8 111	8 457	8 306	8 739	8 474	8 874
	Women	735	742	679	656	701	711
	TOTAL	8 846	9 199	8 985	9 395	9 175	9 585
	Participation of women	8.3	8.1	7.6	7.0	7.6	7.4

* No women senators or representatives were elected.

LEGISLATIVE ASPECTS

EXAMINATION AND EVALUATION

Replies to the questionnaire

9. The country's legislation regarding marriage (de jure or de facto) and the status of women reveals the following aspects:

The legal family in Colombia is a social group consisting of two adults of different sex who have contracted matrimony by satisfying all the official procedures and formalities required in order that this act may give rise to its full range of effects in Colombian society with regard to the rights and duties existing between the contracting parties and between the latter and their children. At the present time, there are two forms of families: the legitimate family resulting from a Catholic marriage and, since 1974, the legitimate family resulting from a civil marriage.

The de facto family is a social group involving two or more adults of different sex, united under a psychological contract intended to endure, and consisting of individuals of different origin with respect to their prior civil status, and their children. The de facto system is thus found in two forms: the free union and the concubinary union.

The free union is a social group involving two or more adults of different sex who enter into a psychological contract to live together. It consists of individuals having the civil status of single persons or persons free of any legal impediment to contract marriage (widows or widowers, divorced persons or persons whose marriage has been annulled) and their children. This union may be monogamous or polygamous, according to the sex and number of the spouses involved in the relationship.

In addition, the free union entails as specific aspects cohabitation and the phenomenon of unwed mothers, both transitional cultural arrangements whose obvious ultimate purpose, in the first case, is marriage. These two forms may lead to a stable free union, which, although not a culturally accepted institution, has become very common in recent years, especially within the upper and lower strata of the social pyramid.

The family in the form of a concubinary union is a social group consisting of two or more adults of different sex who have the intention of living together on a permanent basis, but who, because of their civil status, are prevented from contracting marriage. Two forms are found: simple concubinage, when only one of the partners is a party to a previous, undissolved, marriage; and double concubinage, when the partners forming the new couple are both parties to a legally undissolved marriage.

The two forms of concubinage, which are perfectly distinct from the free union, exhibit characteristics of their own, as follows: simple concubinage occurs more frequently than double concubinage; these persons, in reshaping their lives in this manner, encounter relative social acceptance, because in a high percentage of cases they would have to legalize their previous situation in order to place their new union on a formal basis through marriage, something which a certain number of couples in fact do by travelling abroad. In most cases, the previous union cannot be legalized because of the inflexibility of the law or the high costs of these proceedings. Accordingly, one can readily observe how marriages that fail, and whose partners have no

possibility of regularizing their legal status, are today giving rise, in very large numbers, to this form of social union, which until quite recently was non-existent.

The number of stable free unions is tending to increase in urban areas, perhaps as a result of the urbanization process triggered by the growing migration from the countryside, which has introduced to the towns cultural values and customs characteristic of rural areas.

In urban areas, among the middle and upper strata of society, marriage is the preferred form for establishing a union between two persons. When the marriage can no longer continue, because of immaturity or some other factor, the couple separates and, due to the rigidity of the law, is left with the sole alternative of entering into a concubinary union. And just as it is precisely the middle and upper classes that uphold the law, so too it is these same classes that are able most easily to circumvent it, thus explaining the dramatic rise in the number of unions of this kind within these strata.

Although all the different possible kinds of de facto family arrangements are predominantly found in urban areas, this one has traditionally occurred in the country's rural regions, and among the lower classes of the towns, which generally consist of rural emigrants who tend to preserve their traditional customs. Nevertheless, in recent times this arrangement has become more frequent in urban areas, due, on the one hand, to increased migration to the cities and, on the other, to the new values shared by the young of the upper and middle strata of urban society, who take the position that one can form a family without the need to resort to the institution of marriage, thus breaking, if only as a passing trend, with the traditional usages and customs of their birthplaces.

As a consequence, two aspects must be considered when examining the status of women at the present time:

- There must be an acceptance, in social and legal terms, of the obvious fact that our society includes families that have originated through marriage as well as families that have sprung from a spontaneous union, without formalities or ceremonies, and that both arrangements give rise to social effects and entail property-related problems and obligations that cannot be ignored, because they exist and require immediate solutions, the reason being that these are not isolated cases, but part of a burgeoning social phenomenon whose effects are especially felt by the woman, since it is she who may be left totally unprotected when a union breaks down, as there is no legislation to protect either her or her children.

- A conceptual basis must be found for the family system, and this implies a differentiation and acceptance of regional and national modalities in the formation of the family along with the formulation of a policy that, based on this understanding, promotes legislation in harmony with the new approaches to the role of the woman in today's family and society, not only as mother and household servant, but also as an active agent contributing through her work, in whatever branch of production, to increasing the family budget.

(a) The minimum marriageable age, for both men and women, is 18 years.

With respect to Catholic marriage, according to paragraph 1 of Canon 1083, "males of less than 16 years of age and females of less than

14 years of age may not enter marriage". A marriage that does not respect these minimum ages is regarded as valid but illicit. In paragraph 2 of the same Canon, the Bishops' Conference stipulates that in order for the marriage to be both valid and licit, the couple must have completed 18 years of age.

(b) The legal minimum age for civil marriage is 18 years for both the man and the woman. However, marriage according to the Catholic rite is governed by the provisions of the Code of Canon Law, recognized by the Colombian legislator, which establishes as the minimum marriageable age 14 years for females and 16 years for males on the basis of physical and emotional considerations.

10. Colombian law provides for divorce only in the case of civil marriage, separation in the case of Catholic marriage, and annulment for both existing types of marriage.

(a) The grounds for separation, divorce or annulment of marriage are the same for men and women.

(b) There is provision for separation in the case of a Catholic marriage without the declaration of grounds or at the simple wish of one of the parties. The granting of a divorce in a marriage contracted under civil law requires the presence of one of the grounds set forth in Decree Law No. 2829 of 1974.

(c) The requirements in respect of nationality, domicile or residence for initiating a separation, divorce or marriage annulment action are the same for men and women.

11. Parental authority refers to the full range of rights which under the law parents enjoy over their non-emancipated children in order to enable them to more easily perform the duties required of them as parents.

In the case of a de facto or de jure separation, divorce or annulment of marriage, the Minor Court Judge is the competent authority for determining, on the basis of specific facts, which of the spouses should be entrusted with parental authority.

12. The mother has the responsibility for the personal care of her children, without distinction as to their sex.

However, when because of depraved behaviour on the part of the mother there is reason to fear a corrupting influence on the children, custody of such children, regardless of their age or sex, is not entrusted to the mother. In this case, or when the mother is incapacitated for some other reason, the personal custody of all the children may be entrusted to the father, provided he has legally recognized them.

13. The fact of marriage gives rise to a community of property between the spouses. At the dissolution of the marriage, or in any other event which, according to the Civil Code, must result in the liquidation of the conjugal union, this community of property is regarded as having existed between the spouses since the celebration of the marriage, and is liquidated accordingly.

14. The system governing the rights of divorced spouses and their children to the receipt of a pension is as follows:

Once the decree of divorce has been executed, the marital bond and the conjugal union are dissolved, but there continue to exist the rights and duties of the divorced parties with respect to their common children and, as the case may be, the rights and duties of the spouses one to the other in respect of support, in accordance with the rules laid down in Title XXI, Book 1, of the Civil Code (dealing with the support due certain persons under the law).

15. Title XXII of our Civil Code discusses the rights and duties that exist between parents and their legitimate children. For example:

It is the common responsibility of the parents, or of the surviving father or mother, to personally see to the raising and education of the legitimate children.

The parents are required, by joint agreement, to guide the education of their minor children and their moral and intellectual training in the manner they judge best for the children. Similarly, they are to co-operate together in raising and supporting them and in helping them to become established.

The rights of minor children born outside of wedlock are protected as follows:

The father or mother who has recognized them is required to care personally for children born outside of the marriage in the same way as he or she would in the case of legitimate children.

16. On the question of the name taken by married women, we find that in Colombia the fact of marriage does not mean that the woman loses the right to continue using her own name. However, as a matter of custom, women still use their husband's surname preceded by the particle "de" ["of"]. This practice, which originally had a legal basis, today simply represents the continuation of a tradition, since the repeal of Decree No. 1003 of 1939 by Decree No. 1260 of 1970. Unquestionably, the justification for this provision was based on the general view of the married woman as lacking legal capacity and, consequently, on the need to distinguish between married and single women in order to ensure that civil acts performed by the former were authenticated through the legal representation of the husband, who in fact was regarded as the sole person in the marriage in possession of legal capacity. If we analyse this aspect in the light of the evolution that has taken place in our society to the present time, and which has seen the woman become an active agent of production, we can rightly claim that the change in name can do her more harm than good, since all that it accomplishes is to indicate whether she is single or married.

Women today are active in the business world, in industry, in the professions and in the labour market shoulder to shoulder with men. Anyone engaged in this kind of activity acquires a certain degree of prestige, a "name" representing a very valuable part of his or her personal worth. This is why the elimination of the particle "de" in their name, at the time of marriage, has been regarded as a positive step forward for women.

With respect to widows, the custom used to be to add to her name the words "viuda de" ["widow of"], followed by the name of her deceased husband, but this tradition is increasingly losing ground.

With respect to divorced women, there is no requirement that they use any name other than their own.

17. National legislation with regard to working women has evolved considerably, and it is fair to say that there currently exists no discrimination for reasons of sex. There are special laws governing the work of women, such as those pertaining to maternity and to the ban on the use of women for work underground or in dangerous, unhealthy or similar tasks requiring great physical exertion.

(a) Working women are subject, without distinction, to the social security provisions covering maternity, job accidents, occupational diseases, disability, old age and death.

Widows of a pensioned worker or of a worker entitled to a retirement, disability or old age pension, whether employed in the private or public sector, can file a claim for this pension in the form of a lifetime annuity.

(b) The Substantive Labour Code, in article 143, requires that equal wages are to be paid for equal work and that, accordingly, no wage or salary differences may be established for reasons of age, sex, nationality, race, religion, political opinion or trade union activities.

In actual practice, women's wages have been regarded as an adjunct or complement to the male's wages or as additional income to be used for non-indispensable acquisitions. Under this pretext, priority is given to the wages of the man, supposedly regarded as the economic supporter of the household.

(c) Work-place protection exists, without distinction, for men and women.

(d) A special occupational régime has been established for working women. Article 242 of the Substantive Labour Code has the following to say in this connection:

"1. Women, with no distinction as to age, may not be employed during the night in any industrial enterprise, unless this enterprise is one at which the employees are exclusively members of the same family.

"2. It is prohibited to employ persons below the age of 18 years and women in industrial painting work involving the use of white lead, lead sulphate or any other product containing these pigments.

"3. Women, without distinction as to age, and persons below the age of 18 years may not be employed in underground work in mines nor, in general, may they be allowed to work in tasks of a dangerous or unhealthy nature or that require great physical exertion."

It may be useful to point out that major changes have occurred in the occupations pursued by women, who may now be found in such fields as stock-raising, construction, electricity and electronics, transport, administrative techniques, rural management and others that until a few years ago were regarded as the private domain of men.

However, despite these advances, women continue to be excluded from a number of activities such as the metalworking and engineering industry and in occupations involving heavy labour, so that, on the pretext of protecting their health, they are barred from employment opportunities, whereby it is forgotten that the worst of all ailments is hunger. While

some gains have been scored, it is necessary to continue insisting on a society offering more equal opportunities and incorporating a female work-force that is more aware, more involved and better trained.

(e) Articles 236 et seq. of the Substantive Labour Code regulate all aspects pertaining to working women during the period before and after childbirth. This protection extends to the child and includes maternity leave, employment guarantees, maternity benefits and nursing facilities and privileges.

(f) Article 254 of the Substantive Labour Code, annulled by Law No. 27 of 1974, established the comprehensive pre-school care centres for the children of less than 7 years of age of public employees and of official and private workers.

This service, which is of great assistance to working women, does not, unfortunately, provide total coverage, and for this reason the needs in this area are acute.

(g) Domestic employees (men and women) are employed like any other, with rights that are in general similar, although with less generous social benefits.

(h) The legal and actual status of women in agricultural work is highly disadvantaged, since they are totally unprotected and lack any form of social security coverage. In other economic sectors, although there are shortcomings, women are legally protected.

18. There is legislation regarding the participation of women in the workers' trade union organizations of the country. According to articles 12 and 353 of the Substantive Labour Code, the State guarantees employers, workers and everyone engaged in an independent activity the right to free association in defence of their interests through the formation of professional or trade union associations, guaranteeing in turn to the latter the right to unite or join in a federation among themselves.

It follows from the above that women are subject to no discrimination within the trade union organizations.

Regarding the degree of participation of Colombian women in the trade unions, it is found that, although there has been a considerable increase in their involvement, female participation still lags behind that of men. In addition, the women who participate in these associations generally come from the lowest social strata, although more and more women leaders with a professional background are emerging.

19. The changes that have occurred in Colombia in the legislative area have had a very advantageous effect on the involvement of women in the work of development by expanding their scope of activities on an equal footing with men. Moreover, to this end, the double labour burden of women (at the home and in the office, etc.) has been taken into consideration and evaluated, a factor that, in addition to encouraging women, has opened the doors for them to greater participation in development.

20. Under Law No. 51 of 1981, the Government of Colombia has ratified the United Nations Convention on the Elimination of All Forms of Discrimination against Women. The legislation regarding women and the family has embraced

this Convention as the basic law for the regulation of rights and duties relevant to the achievement of a more equitable situation in both the labour market and the political arena, in respect of matters connected with marriage and with economic and social life, etc.

LEGISLATIVE ASPECTS

STRATEGIES AND PROPOSALS

Governmental strategies

The principal objectives of the present Government include the enactment, as a priority requirement, of the legislative codes governing the family and the affairs of minors.

The aim is to establish family law as an integral part of the Government's jurisdictional authority, and also to have a Minor Court Judge and, as far as possible, a Family Court Judge in each judicial circuit. Failing this, both the civil judges of the circuit as well as the municipal judges are to be authorized to hear, in particular, cases concerned with the support, custody and protection of children.

Under the Ministry of Justice and directly subordinate to the National Council for the Integration of Women in Development, a body attached to the Office of the President of the Republic, the juridical committee is currently engaged in formulating general guidelines to improve the operation of the legal aid offices of the country's university law departments for the purpose of better serving the less advantaged social classes. In addition, this same committee directs and co-ordinates the activities of the Committee for Aid to Imprisoned Women.

Thanks to the effective efforts of the Inter-American Commission on Women (CIM), Colombian women have succeeded during this decade in achieving heretofore unattainable positions, and it is hoped that with the Commission's continuing assistance it will be possible to overcome the legislative shortcomings in the welfare area that still exist and that unquestionably affect both women and their families.

Suggestions

- Greater assistance, both of an educational and economic nature and in the area of social security, for peasant women;

- Centres for the training of peasant and indigenous women in intermediate-level subject areas connected with personal and community development, particularly with respect to agricultural and craft activities;

- Greater educational, work-related and medical assistance for women from disadvantaged urban neighbourhoods;

- The demand that the business community adopt an attitude towards working women more equitable than the traditional treatment accorded to this group, particularly as regards vocational training, hiring criteria, promotion, and wage and contract conditions;

- The building of more day nurseries, particularly in the larger towns, so as to make it easier for mothers to enter the labour market;

- The need for more flexible and effective laws regulating all aspects of responsible paternity;

- The improvement of social security coverage for women domestic workers.

ACRONYMS AND ABBREVIATIONS

ANIF	Asociación Nacional de Instituciones Financieras [National Association of Financial Institutions]
BCH	Banco Central Hipotecario [Central Mortgage Bank]
CAFAM	Caja de Compensación Familiar [Family Compensation Fund]
CAIP	Centros de Atención Integral al Pre-escolar [Pre-School Comprehensive Care Centres]
CAJANAL	Caja Nacional de Previsión Social [National Social Security Fund]
COLSUBSIDIO	Caja Colombiana de Subsidio Familiar [Colombian Family Assistance Fund]
C.S.del T.	Código Sustantivo del Trabajo [Substantive Labour Code]
DANCOOP	Departamento Administrativo Nacional de Cooperativas [National Administrative Department of Co-operatives]
DANE	Departamento Administrativo Nacional de Estadística [National Administrative Department of Statistics]
DRI	Desarrollo Rural Integrado [Rural Integrated Development Project]
FEDECAFE	Federación Nacional de Cafeteros [National Federation of Coffee-Growers]
FFAP	Fondo Financiero Agropecuario [Agricultural Financing Foundation]
FNA	Fondo Nacional del Ahorro [National Savings Foundation]
ICA	Instituto Colombiano Agropecuario [Colombian Agricultural Institute]
ICBF	Instituto Colombiano de Bienestar Familiar [Colombian Institute of Family Welfare]
ICETEX	Instituto Colombiano de Crédito Educativo y Estudios Técnicos en el Exterior "Mariano Ospina Pérez" ["Mariano Ospina Pérez" Colombian Institute of Educational Credit and Technical Studies Abroad]
ICT	Instituto de Crédito Territorial [Institute of Territorial Credit]
INAS	Instituto Nacional de Salud [National Institute of Health]
INCORA	Instituto Colombiano de la Reforma Agraria [Colombian Institute of Agrarian Reform]
INSFOPAL	Instituto Nacional de Fomento Municipal [National Institute of Municipal Development]
IPC	Integración de Servicios y Participación de la Comunidad [Integration of Services and Community Participation Programme]

ISS	Instituto de Seguros Social [Institute of Social Insurance]
PAN	Plan Nacional de Alimentación y Nutrición [National Food and Nutrition Plan]
PROFAMILIA	Asociacion Pro-Bienestar de la Familia Colombiana [Welfare Association of the Colombian Family]
SAC	Sociedad de Agricultores de Colombia [Society of Colombian Agriculturalists]
SENA	Servicio Nacional de Aprendizaje [National Apprenticeship Service]

COMMUNICATIONS

The trends of the last 50 years and, particularly, the last decade point to major changes in the conditions and activities of the communications sector, with women playing an important role in all these advances, both in the technological area and in the development of the communications media.

The Colombian Ministry of Communications has on three occasions been headed by a woman, each of whom, on leaving office, could look back on significant accomplishments. The current minister, also a women, is striving to bring to this ministry the most modern technologies through advanced planning for such systems as satellite communications, data transmission and data processing.

Women have not only participated actively at the executive level in the growth of communications, but have also taken their place among the personnel - technical, administrative and operational - comprising this field. In these positions, as is clear from the tables attached to this report, they are contributing their knowledge in a variety of agencies.

In 1978, the Colombian delegation to the International Telecommunications Union for the Meeting on the Latin American Plan consisted entirely of women.

One of the developments of recent years that merits particular mention is the enrolment of women in the country's schools of journalism and communication arts. At present, there are ten university faculties and one school at the secondary level engaged in training some 6,000 students, of whom 80 per cent are women.

Further, of particular importance is the presence of women in print journalism, an area in which they have been prominent in a variety of journals that have appeared among the country's information media, and where their success has even won them such outstanding recognition as the "Simón Bolívar" national journalism prize, one of the distinctions most coveted by Colombian journalists.

Women have also come to the fore in the areas of radio and television broadcasting, particularly with the emergence in recent years of women social commentators and journalists who appear in all the media.

Finally, another point to be stressed is the involvement of women in public relations and advertising. The fact is that a number of university faculties are performing their best work in providing training for these fields, and many of the professional women who have graduated from these schools are today working as the directors of the public relations departments of a number of large enterprises.

This involvement in the media has led to a more energetic promotion of the rights and advancement of women, a sharper focus on their more representative values, the publicizing of the successes that many women have already achieved, and the exposure of the policy errors that are keeping alive absurd instances of discrimination.

Even though Law No. 081 of 1981 regulates the rights and duties of the communications media, and despite the efforts of the latter to operate more effectively and responsibly while at the same time remaining within the norms of ethics and decency, not very much has been achieved regarding the use and abuse of the female body for commercial advertising. Thus, women as sex objects continue to be exploited in television commercials, in print advertisements and, especially, in the "girly" magazines that frequently degenerate into pornography, at a time when

the available legally sanctioned censorship provisions are relatively ineffective. With the cinema free to provide abundant examples of violence and obscenity, it has been difficult to curb the excesses of the publications, which young and old have already come to accept as a matter of course, in keeping with the addage that "custom leads to law".

Women outnumber men at the journalism and communication arts schools. As a result, they have invaded the media and have taken advantage of the employment opportunities available in this field, especially as reporters, editors, commentators and artwork specialists. In the Colombian newspaper world there is only one woman managing editor, and that is at a paper of which she is the owner. Conversely, the principal magazines of the country are directed by women of outstanding professional competence with an ability to deal with current topics and ensure objectivity in their reporting of the news.

The women who work in radio display genuine professionalism, equal to that of any of their male colleagues, and spare no efforts to make certain that they get to where the news is breaking, whether within the remotest areas of the country or abroad.

The conclusion to be drawn from all of the foregoing is that journalism is one of the professions that has brought women the greatest opportunities for involving themselves in the moulding of public opinion. Women first appeared in this medium as commentators on women's issues and as writers for women's magazines that have since then disappeared from the market. Today, women's issues are discussed only when they are newsworthy, because women have come to understand that, with the advances that have been achieved, an over insistence on the remaining instances of discrimination serves merely to perpetuate them or to create them anew. It may well be that women's sense of being equal to other human beings, from the mixed pre-school classroom to the co-educational university, has been the greatest gain in the drive for equality.

VOLUNTARY ORGANIZATIONS

Since the dawn of the Republic, women social service volunteers have been engaged on a large scale in important work that has greatly aided the State by relieving it of a burden beyond the capacity of the national budget to sustain and by providing the community with greatly needed additional or supplementary services, particularly for the more disadvantaged social strata.

Voluntary associations exist in all areas of the social services: education, health, diet, recreation, maternity care, hospital services, housing, home improvement, training of peasant women, formation of co-operatives, handicraft activities, gardening, small-scale enterprise, savings, lending facilities, nurseries, and other forms of assistance for children, young homeless women, single mothers, the house-bound of both sexes, the elderly and the unemployed (since one of these groups' specific purposes is to promote employment).

Many of these associations have been in operation for years, providing services and training the next generation of social workers so as to ensure the continuity of their operations. These organizations are not responding to some impulse of misguided charity, but are simply fulfilling their commitment of helping those who wish to help themselves. Their income is from voluntary sources and is derived from persons of financial means, and from industry, the banking community and from the organization of social events - bazaars, walking tours, sporting competitions, bull-fighting festivals, excursions, contests, exhibitions, etc. These groups are interested in raising money from all possible sources in an effort to balance their budgets, in which outlays always exceed income.

There are voluntary agencies that are affiliated with these associations for the purpose of co-ordinating their work. Both the agencies and the associations have their own legal standing, branches throughout the country and sufficient prestige to enjoy respect and confidence. They are, therefore, institutions with a past, present and future that have gained the gratitude of Colombian citizens.

Women volunteers have held congresses, meetings and forums on social subjects and the status of women, and have used these opportunities to examine the problems and develop conclusions that have been incorporated into the studies prepared in these areas.

As the public-service, non-profit institutions that they are, these groups rely solely on the collaboration of active members who receive no pay for their work and, quite the contrary, defray their own expenses for travel, equipment and working materials.

The objectives of the voluntary services are:

(a) To activate and promote citizen participation in voluntary activities of socio-economic development and self-help;

(b) To guide, advise and train the organized voluntary groups so as to ensure that their activities represent an effective factor in the overall development of the country;

(c) To co-ordinate voluntary activities through planned programmes affording the community the opportunity to participate in a conscious manner in pursuit of its development.

At present, there are 293 voluntary groups with 11,000 active women members and with programmes totalling 330,000 hours of work per month.

There are 11 Departmental voluntary agencies in operation, and their national umbrella organization, known as the Colombian Co-ordination of Volunteer Work, has its headquarters in Bogotá.

A number of these associations are branches of international agencies, whereas others are of a purely Colombian character. The majority have their own headquarters, and their activities are of a daily nature if carried out in the communities. The principal area of their work is informal education, not restricted to official curricula, but to the needs of the sectors they service. For example, it has been a tradition among voluntary organizations to provide pre-school shelter and education services with no discrimination on the basis of sex.

Voluntary organizations in education

At the basic level, the assistance provided by these organizations is directed at ensuring that certain groups of students receive additional food, uniforms and learning materials.

At the intermediate level, the voluntary organizations have established a number of schools that are currently operating with official teachers, whereas the voluntary organization itself is responsible for the infrastructure and assumes the administrative costs. In view of the two-shift school day, co-educational guidance centres are being organized where the children, during their free time, can use the library and receive advisory, therapeutic and recreational services.

At a higher level, educational campaigns on equality of rights, responsible paternity and maternity and sex education have been carried out by the voluntary organizations in the form of seminars, talks, lectures, etc, held in the neighbourhoods and at multi-purpose centres and before affiliated groups.

These organizations also operate adult education centres monitored by the State, at which preference is given to the family unit as part of an integrated approach.

Training for the baccalaureate diploma at specialized multi-purpose informal education centres, operated by voluntary organizations, has enabled married women to resume their education field.

One achievement that merits special mention among the initiatives of these organizations is their success in getting the Ministry of Education to recognize university degrees acquired through academic credits for the purpose of benefiting women secretaries and office workers unable to pursue regularly scheduled courses of study.

Adult education has been expanded through the work of volunteer extension workers ["multipliers"] specially trained in this area. In addition, before receiving their diplomas, baccalaureate students contribute 72 hours of literacy training service, which is regarded as voluntary work.

Voluntary organizations in health

The Women's Voluntary Associations train groups of women in family planning, vaccination, first aid, paediatrics and the rearing of children. Their hospital work has been particularly outstanding.

In the nutritional area, these volunteer workers, who are trained in the preparation of balanced foods using home garden products, provide a follow-up service for mothers and children during the post-partum period. In the sanitation area, they are involved in the treatment of water and refuse in collaboration with neighbourhood community action groups.

There are associations specializing in gerontology which organize training courses for volunteer personnel to enable them to work with elderly persons.

Training is also available in other, non-specialized, health areas through brief courses and lectures designed to train new volunteers of both sexes, since the involvement of males in the task of volunteer work on behalf of the less fortunate has been another of the successes of these organizations.

As one might suppose, the principal obstacle facing these associations is the shortage of money. Fortunately, society is generous, and everyone, to a lesser or greater degree, makes his contribution, as seen, for example, in the case of the Red Cross and the Telethon Campaign for the Disabled, which can already point to magnificent centres and care programmes in their respective specialized areas.

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